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INCREASE IN STATUTORY SALARIES OF OFFICERS AND
EMPLOYEES.

LETTER

FROM

THE SECRETARY OF THE TREASURY,

TRANSMITTING

COMMUNICATIONS FROM THE HEADS OF EXECUTIVE DEPART-
MENTS AND OTHER GOVERNMENT ESTABLISHMENTS, SUB-
MITTING SUPPLEMENTAL ESTIMATES OF APPROPRIATIONS FOR
INCREASE IN STATUTORY SALARIES OF OFFICERS AND EM-
PLOYEES FOR THE FISCAL YEAR 1920.

DECEMBER 2, 1918.—Referred to the Committee on Appropriations and ordered to be
printed.

TREASURY DEPARTMENT,
OFFICE OF THE SECRETARY,
Washington, December 2, 1918.

The SPEAKER OF THE HOUSE OF REPRESENTATIVES.

SIR: I have the honor to transmit herewith for the consideration
of Congress communications from the heads of executive departments
and other Government establishments, submitting supplemental
estimates of appropriations for increases in statutory salaries of
officers and employees for the fiscal year 1920, as follows:

State Department.....	\$28, 450
Navy Department.....	7, 600
Interior Department.....	259, 320
Department of Commerce.....	106, 580
Department of Labor.....	22, 310
Department of Justice.....	33, 884
Post Office Department.....	8, 110
District of Columbia.....	1, 643, 828
State, War, and Navy Building.....	102, 600
Government Printing Office.....	32, 500
Library of Congress.....	50, 600
Superintendent of building, Library.....	10, 615
Botanic Garden.....	8, 500
Civil Service Commission.....	37, 950
Employees Compensation Commission.....	450
Total.....	2, 353, 297

Respectfully,

W. G. McAdoo, *Secretary.*

19-26237

DEPARTMENT OF STATE,
Washington, November 12, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to submit herewith for presentation to Congress a statement of proposed increases in statutory salaries for the offices and bureaus of the Department of State for the fiscal year 1920.

	Present salary.	Proposed salary.	Increase.
Chief clerk.....	\$3,000	\$4,000	\$1,000

This change is recommended for the reason that within the past four years the personnel and work of the department has enormously increased. From a total personnel of approximately 200 in June, 1914, the department has grown to a personnel of nearly 800 at the present time, or approximately a fourfold increase. A few years ago the department did not occupy all the space in the south wing of the State, War, and Navy Building, but it now occupies both the south and east wings and in addition a large building on the outside. In 1914 the incoming and outgoing departmental pouches carrying dispatches from and instructions to our Diplomatic and Consular officers numbered 74 each week. Now they number over 150. The great expansion in the work of the department, illustrated by the examples cited, has thrown greatly increased duties and responsibilities upon the chief clerk who is charged with the general supervision of the work and clerical force of the department. In addition he is purchasing officer for the department and charged with the custody and responsibility of its property as well as having the practical superintendence of the buildings it occupies. The growth of the department has made his duties fully as onerous and responsible as those devolving upon officers of the other executive departments whose salaries are fixed by law at \$4,000. Therefore it seems to me quite clear that the salary of this position should be raised to \$4,000.

	Present salary.	Proposed salary.	Increase.
Assistant law clerk.....	\$1,500	\$2,000	\$500

This increase is recommended for the reason that this officer is in reality assistant editor of the laws of Congress, is engaged in assisting in the editing of the statutes, which it is believed deserves much higher compensation than \$1,500. The work of this assistant law clerk requires an intimate knowledge of legislative procedure; of research and of the indexing and arranging of laws, as well as legal training. The work being done by the assistant law clerk, in my opinion, fully justifies the increase of compensation from \$1,500 to \$2,000.

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	Present salary.	Proposed salary.	Increase.
Three chiefs of bureaus.....	\$2,250	\$4,500	\$6,750
Five chiefs of bureaus.....	2,100	3,500	7,000

These increases are requested for the reason that since the outbreak of the war in 1914 several bureaus of the department have consistently and continuously grown in personnel and quantity of work requiring supervision and action. As already stated, the personnel of the department alone is now practically four times that of 1914, but the personnel abroad shows a still larger increase. In the legation in Copenhagen in 1914 there were 2 men in addition to the minister; to-day there are 37. In Paris there were 8 where there are now 63. In the embassy in London there were 8 officers; now there are approximately 115. A similar increase could be shown in the personnel of the consular establishments. In 1914 the telegraphic correspondence of the department averaged approximately 80 telegrams a day; now it averages nearly 500 telegrams a day. The pieces of mail received daily averaged, in 1914, about 260; at present the average is over 900. The total expenditures for the Department of State for the fiscal year 1914 amounted to \$4,788,132.29; those for the fiscal year 1918 amounted to \$8,856,642.59. These few figures will show the great increase in the quantity of work but they can not show the growth in the responsibility involved. New principles now have to be considered with no precedents for guidance, requiring therefore unusual investigation and preparation. The various chiefs of bureaus since the war began as well as before, have given their time and experience without stint to meet the requirements of the situation. Some of them have declined tempting offers at the department's request and from motives of loyalty and patriotism have yielded to it their experience and judgment, often under trying and difficult circumstances. Aside from the sheer value of their services, acquired from years in the department work, the salaries estimated would constitute a substantial expression of well-deserved appreciation.

But it is not alone in the interest of the present incumbents that the suggested increases in these salaries are recommended. The responsibilities of the positions will, in the future, be vastly greater than they are now and if it should unfortunately happen, as there is reason to believe that it may, that the present incumbents should find it to their interests, when their obligations to the Government are discharged, to accept more remunerative employment elsewhere, it would be absolutely impossible to obtain properly qualified successors for the salaries now provided by Congress. This is no exaggeration but a frank statement of fact.

As will be perceived, it is suggested that three chiefs of bureaus, namely, chiefs of the diplomatic, consular, and accounts bureaus, be paid \$4,500, and that the remaining chiefs of bureaus be given salaries of \$3,500. The reasons are that the three officers first mentioned have far greater responsibilities than their colleagues. The chiefs of the diplomatic and consular bureaus are charged with the administration of the Diplomatic and Consular Services. The chief of the Bureau of Accounts is charged, not only with the usual duties of a disbursing officer, but also with the handling of the accounts of the

department and of the foreign service and the transaction of a great deal of business of a financial nature incident to foreign relations, thus placing him in a considerably different situation from that in which mere disbursing officers of other departments are placed. It is hoped that Congress may see its way clear to make the increases suggested.

	Present salary.	Proposed salary.	Increase.
Chief messenger.....	\$1,000	\$1,200	\$200
12 messengers.....	840	1,000	1,920
29 assistant messengers.....	720	900	3,220
5 messenger boys.....	420	600	900
1 packer.....	720	1,000	280
6 switchboard operators.....	720	840	720
9 laborers.....	660	1,000	3,060
15 charwomen.....	240	300	900

These increases are requested for the reason that it is believed to be only fair that these employees should have more compensation in view of the present cost of living and wages being paid elsewhere. The Secretary of Labor has investigated the question, and the salaries herein recommended are understood to be in accordance with the conclusions reached by him after an examination of the subject.

The total increases, therefore, in the salaries of the personnel now employed over that estimated for the next fiscal year amounts in all to \$28,450.

I have the honor to be, sir, your obedient servant,

ROBERT LANSING.

NAVY DEPARTMENT,
SECRETARY OF THE NAVY,
Washington, November 15, 1918.

SIR: I have the honor to submit the following statement for presentation to Congress of proposed increases in statutory salaries for the bureaus and offices of this department for the fiscal year 1920:

	Present salary.	Proposed salary.	Increase.
Office of the Secretary:			
Assistant secretary.....	\$5,000	\$7,500	\$2,500
Chief clerk.....	3,000	4,000	1,000
Office of the solicitor, law clerk.....	2,500	3,000	500
Office of the Judge Advocate General, chief law clerk.....	2,250	3,000	750
Office of chief of naval operations, chief clerk.....	2,250	2,500	250
Bureau of Navigation, chief clerk.....	2,250	2,500	250
Office of naval intelligence, chief clerk, in lieu of clerk of class 4.....	1,800	2,000	200
Hydrographic office, chief clerk.....	1,800	2,250	450
Naval observatory, chief clerk, in lieu of clerk of class 4.....	1,800	2,250	450
Bureau of Steam Engineering, chief clerk.....	2,250	2,500	250
Bureau of Construction and Repair, chief clerk.....	2,250	2,500	250
Bureau of Ordnance, chief clerk.....	2,250	2,500	250
Bureau of Medicine and Surgery, chief clerk.....	2,250	2,500	250
Bureau of Yards and Docks, chief clerk.....	2,250	2,500	250
Total.....			7,600

The foregoing represent but a portion of the changes it will be necessary to make on the statutory rolls of the several bureaus and offices if Congress should decide to make permanent such positions as it may be found necessary to continue now filled by persons paid from lump-sum appropriations and carried as Naval Reserves. Many of these it will be necessary to retain and it will not be possible to hold them unless their compensation be made sufficiently attractive.

It is my purpose to have the whole question discussed with the appropriate congressional committee with the view to reaching a mutually satisfactory solution, which circumstances make necessary shall embrace appropriate provision for those men upon whom we have depended and must continue to depend for the proper dispatch of departmental business.

I can not speak too highly of the valuable service rendered by the civilians occupying the more responsible positions since our participation in the war became imminent. The organization of the Navy Department was such that when the time came for expansion, the work, exceptionally arduous and complex as it proved to be, was carried on without friction, without delay, and with results of which everyone can well be proud. This smooth working of its bureaus, and offices and their many ramifications was possible only for the reason that most of its principal clerks, all men of long experience in the Navy Department, remained at their stations heedless of the opportunities proffered them outside for salaries far in excess of what the Navy Department has ever paid, and these men formed the nucleus around which the largely increased but inexperienced personnel was built.

So, as I have said, the foregoing represent but a portion of the advancements it is desired and necessary to have made. Necessary, because to keep them in our employ we must satisfy, as far as possible, reasonable demands for compensation commensurate with their duties and capabilities, for I feel that with the termination of the war those concerns which have been doing business with the various branches of the Navy will be more than desirous of securing the assistance of departmental experts in the management and adjustment of their governmental business.

Appended is an interesting and illuminating statement, prepared in the Bureau of Ordnance, comparing the pay of certain navy-yard employees with that of departmental employees.

Respectfully, yours,

JOSEPHUS DANIELS.

THE SECRETARY OF THE TREASURY.

INCREASE IN STATUTORY SALARIES.

Statement showing pay of mechanics, laborers, and clerks at navy yards and stations and in the Navy Department.

MECHANICS AND LABORERS, NAVY YARDS.

	1913		1918	
	Per diem.	Per annum.	Per diem.	Per annum.
Machinist.....	\$3.52	\$1,101.76	\$6.40	\$2,003.20
Toolmakers.....	3.76	1,176.88	6.88	2,153.44
Masons, brick.....	5.00	1,565.00	6.88	2,153.44
Patternmakers.....	4.48	1,402.24	6.88	2,153.44
Laborers.....	2.00	626.00	3.68	1,151.84

CLERICAL FORCE, NAVY YARDS.

	1913		1918	
	Average per diem.	Average per annum.	Average per diem.	Average per annum.
Chief clerks.....	\$5.28	\$1,652.64	\$6.56	\$2,053.28
Supervisory clerks.....	4.48	1,402.24	6.56	2,053.28
Clerks.....	2.92	907.96	5.12	1,602.56
Messengers.....	1.04	325.52	2.60	\$13.80

CLERICAL FORCE, NAVY DEPARTMENT.

	Average per annum.	
	1913	1918
Chief clerks.....	\$2,250	\$2,250
Chiefs of divisions.....		2,200
Supervisory clerks.....	1,700	1,750
Clerks.....	1,170	1,120
Messengers.....	500	500

DEPARTMENT OF THE INTERIOR,
Washington, October 23, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to submit herewith the following proposed increases in statutory salaries for bureaus and offices of the Department of the Interior for the fiscal year 1920:

	Present salary.	Proposed salary.	Increase.
First Assistant Secretary.....	\$5,000	\$7,500	\$2,500
Assistant Secretary.....	4,500	7,000	2,500
Assistant to the Secretary.....	2,750	6,000	3,250
Commissioner of the General Land Office.....	5,000	6,000	1,000
Commissioner of Indian Affairs.....	5,000	6,000	1,000
Commissioner of Pensions.....	5,000	6,000	1,000
Commissioner of Patents.....	5,000	6,000	1,000
Commissioner of Education.....	5,000	6,000	1,000
Director of the National Park Service.....	4,500	6,000	1,500
Office of the Secretary, new positions:			
Administrative assistant to the Secretary.....		3,600	3,600
Medical inspector.....		2,250	2,250
Deputy disbursing clerk.....		2,250	2,250
Clerk of class 3.....		1,600	1,600
Clerk of class 2.....		1,400	1,400
2 clerks of class 1.....		1,200	2,400
Type writer repairer.....		1,400	1,400
Automobile mechanic (in lieu of 1 clerk at \$1,200).....		1,400	1,400
Electrician (in lieu of 1 skilled laborer at \$900).....		1,200	1,200
2 assistant engineers.....		1,200	2,400

The increases in salary indicated are recommended because of the great volume of work handled and the increased measure of responsibility in dispatching the same, coupled with the fact that the cost of living has so greatly increased; the new places requested are necessary to the proper and expeditious consideration of the great increase in the business passing through the Secretary's office.

Office of Solicitor for Interior Department.	Present salary.	Proposed salary.	Increase.
2 additional assistant attorneys.....		\$3, 000	
2 additional assistant attorneys ¹		2, 750	\$4, 500
2 additional assistant attorneys.....		2, 500	
1 medical expert.....	\$2, 000	2, 500	500

¹ In lieu of 6 assistant attorneys, at \$2,000 each.

The salaries for assistant attorneys heretofore provided are so low in comparison with those obtaining in other departments and bureaus that offers of appointment to tried and efficient men have been declined on account of the small pay and meager prospect of obtaining a reasonable salary through promotion. Some of the most capable and efficient attorneys have in recent years resigned to accept more lucrative positions or places offering a greater opportunity for advancement.

Under existing conditions the attorney whose duties require him to appear for the department with the solicitor in the courts of the District, and the Supreme Court of the United States, receives but \$2,750 per annum for his services. It is apparent that this attorney and others of his associates whose work is perhaps equally as important and difficult are very much underpaid. It is believed that only a sufficient number of the lower salaried positions should be retained to provide for attorneys newly appointed, and that one who shows himself qualified for so responsible a place should be afforded a reasonable prospect of promotion.

The position of medical expert, created for this office, is somewhat unique in that it is the only one of its kind in the department. Hence, unlike others performing technical work, there is no way one holding such position may be promoted, however worthy his services may be. It is one that calls for a thorough knowledge of medicine in all its branches, including those usually specialized; necessitates practical experience; constant study and special training, as well as familiarity with the pension laws and practice thereunder.

The present incumbent has filled this position for many years in a most credible manner. He has been a graduate of medicine for 40 years; has never ceased to practice and study his profession; has served over five years as a medical officer in the Regular Army, and for the past 27 years has been employed in this department, engaged exclusively in medical work. He is a member of the American Medical Association, Association of Military Surgeons of the United States and a member of the District of Columbia Medical Society.

INDIAN OFFICE.

	Present salary.	Proposed salary.	Increase.
Assistant commissioner.....	\$3,500	\$4,000	\$500
Chief clerk.....	2,750	3,000	250
Financial clerk.....	2,250	2,400	150
4 chiefs of division at \$2,400 in lieu of one at \$2,250, one at \$2,000, and one assistant chief of division at \$2,000. (One new position).....	6,250	9,600	3,350
Law clerk.....	2,000	2,400	400
Private secretary.....	1,800	2,400	600
Examiner of irrigation accounts.....	1,800	2,000	200
Draftsman.....	1,400	1,600	200
Do.....	1,200	1,400	200
20 clerks at \$2,000, in lieu of that number at \$1,800 each.....	36,000	40,000	4,000
31 clerks at \$1,800 in lieu of that number at \$1,600 each.....	49,600	55,800	6,200
38 clerks at \$1,600 in lieu of that number at \$1,400 each.....	53,200	60,800	7,600
2 clerks at \$1,700 in lieu of that number at \$1,500 each.....	3,000	3,400	400
68 clerks at \$1,400 in lieu of that number at \$1,200 each.....	81,600	95,200	13,600
32 clerks at \$1,200, in lieu of that number at \$1,000 each.....	32,000	38,400	6,400
34 clerks at \$1,100, in lieu of that number at \$900 each.....	30,600	37,400	6,800
2 clerks at \$900, in lieu of that number at \$720 each.....	1,440	1,800	360
1 messenger.....	840	900	60
4 assistant messengers at \$840, in lieu of that number at \$720 each.....	2,880	3,360	480
4 messenger boys at \$600 each, in lieu of that number at \$420 each.....	1,680	2,400	720

The salaries now paid employees of the Indian Bureau were established a great many years ago, when prices and living conditions were entirely different from what they are to-day. Also, it is getting more difficult to obtain and retain satisfactory employees at the salaries now paid. The bureaus of the Government established in recent years pay larger salaries than the older bureaus of the Government. Outside commercial houses in recent years have as a general rule materially increased the salaries of their employees.

In view of the greatly increased cost of living, the difficulty in procuring satisfactory employees at the salaries now paid, the great responsibilities connected with the positions of the officials and employees of the Indian Bureau, and in order to meet changed conditions and do justice to faithful employees, the increases suggested should be granted, it being understood that these proposed increases will not include the \$120 increase now paid.

General Land Office.

	Present salary.	Proposed salary.	Increase.
Assistant commissioner.....	\$3,500	\$4,000	\$500
Chief law clerk.....	2,500	3,000	500
2 law clerks, \$2,200 to \$2,700.....	4,400	5,400	1,000
3 law examiners of surveyors general's offices, \$2,000 to \$2,500.....	6,000	7,500	1,500
Recorder.....	2,000	2,400	400
9 chiefs of division, \$2,000 to \$2,400.....	18,000	21,600	3,600
Assistant chief of division.....	2,000	2,400	400
8 law examiners, \$2,000 to \$2,500.....	16,000	20,000	4,000
4 law examiners, \$2,000 to \$2,200.....	8,000	8,800	800
4 law examiners, \$1,800 to \$2,000.....	7,200	8,000	800
8 law examiners, \$1,600 to \$1,800.....	12,800	14,400	1,600
4 accountants, at \$2,200, in lieu of that number of clerks at \$1,800.....	7,200	8,800	1,600
10 clerks, \$1,600 to \$1,800.....	16,000	18,000	2,000
20 clerks, \$1,400 to \$1,600.....	28,000	32,000	4,000
20 clerks, \$1,200 to \$1,400.....	24,000	28,000	4,000
10 clerks, \$1,000 to \$1,200.....	10,000	12,000	2,000
10 copyists, \$900; clerks, at \$1,000.....	9,000	10,000	1,000
14 copyists, \$720 to \$900.....	10,080	12,600	2,520
Depository (receiving clerk).....	2,000	2,400	400

These increases are considered necessary to keep in the service experienced employees, the loss of whose services would very seriously interfere with the proper conduct of the office, and to secure new employees to bring up to normal a very much depleted force. While employees may be, and have been, prohibited from going into other branches of the service where they would receive materially higher salaries for similar services, they can not be prevented from quitting the service and accepting positions with private concerns which are offering and paying higher salaries than can be paid under present appropriations for this office.

The condition of the work in the General Land Office is not nearly as current as it should be. The principal cause contributing to the arrears is inability to procure or retain experienced employees. During the fiscal year ended June 30, 1918, with a force of less than 500, there were 177 separations from the office. There were 173 new appointments during the year, of which nearly half were temporary. The excessive number of temporary employees indicates the difficulty the office is confronted with; nobody without experience can handle any except the simplest work of the office efficiently. To a large extent those who have left have been the younger and more efficient employees. The positions with salaries of \$1,000 or less, which constitute about one-third of the clerical force, avails the office little, except for file clerks and others without experience.

Salaries for the General Land Office were established more than 50 years ago, since which time salaries with private concerns have more than doubled, and the cost of living has more than kept apace. It is impossible to get satisfactory employees at the present entrance salaries, and in order to get absolutely necessary employees higher salaries have been offered than are being paid to experienced employees already in the office, only to be rejected in many cases by those to whom offered. To do this it is necessary to deny deserved promotions, which, of course, is unjust.

Education office.	Present salary.	Proposed salary.	Increase.
Assistant commissioner.....		\$4,500	\$4,500
Secretary to the commissioner.....		2,400	2,400
Assistant specialists in higher education (2).....		4,000	8,000
Assistant specialist in higher education.....		3,500	3,500
Assistant editor.....		2,400	2,400
Specialist in foreign educational systems.....		3,500	3,500
Clerks of class four (6).....		1,800	10,800
Clerks of class three (6).....		1,600	9,600
Clerks of class two (8).....		1,400	11,200
Clerks of class one (5).....		1,200	6,000
Draftsman.....		1,800	1,800
Lantern-slide artist.....		1,600	1,600
Multigraph operator.....		1,200	1,200
Addressograph operator.....		1,200	1,200
Messenger.....		1,000	1,000
Skilled laborers (2).....		840	1,680
Chief clerk.....	\$2,000	2,500	500
Specialist in higher education.....	3,000	4,500	1,500
Editor.....	2,000	3,000	1,000
Statistician.....	1,800	3,000	1,200
Specialist in charge of land-grant college statistics.....	1,800	2,200	400
Translator.....	1,800	2,000	200
Specialist in foreign educational systems.....	1,800	2,000	200

These increases in the force and in salaries are requested because the work of the Bureau of Education has grown very rapidly in the last few years, the activities of the bureau are much wider, and there is reason to believe that the duties which it must undertake will be much greater in the immediate future. It is not possible to secure or retain persons qualified to fill these positions at the salaries now allowed because of the increased cost of living, the constant demand for the services of such people in other fields, and the higher salaries paid officers and teachers in schools and colleges and in all positions connected with the administration of public-school systems.

National Park Service.		Present salary.	Proposed salary.	Increase.
1 clerk.....		\$1,400	\$1,600	\$200
2 clerks.....		900	1,200	600
3 clerks.....		900	1,200	900

The last two years have seen a remarkable expansion in the duties with which the National Park Service is charged, due, first, to the enactment of legislation creating new national park areas and altering past administration of the park system; and, second, to the steady increase of popular interest in the parks. The volume of business transacted in the bureau has increased to correspond and much is in the form of correspondence and documents.

The service's mails and files work, reflecting its activities, has almost doubled since the date of commencement of operations as an independent bureau. This important branch is in charge of a clerk, at \$1,400, aided at times by a clerk at \$900 and a messenger. This \$1,400 clerk has not been promoted since July 1, 1914, and the responsibility resting upon him and the duties required of him, as well as the loyal, efficient service he has rendered while with the Park Service, and also with the Secretary's office, makes him especially deserving of promotion to \$1,600. Were he to leave the service now it would be almost impossible to satisfactorily fill the position. The increase to \$1,600 is therefore recommended with the twofold purpose of more properly compensating the holder of the clerkship and of retaining the present appointee.

Respecting the increase in the two \$900 clerkships to \$1,200. If either place becomes vacant it will be impossible under present conditions to fill it with a competent stenographer. Indeed, it was with the greatest difficulty that the service secured and retained the present \$900 clerks. Both are rendering exceedingly satisfactory service and it would be extremely detrimental to the National Park Service to lose them. They could both obtain positions outside at very much higher salaries. In fact, one of them since coming to the Park Service has refused two offers of positions, one of which would have carried a salary of over \$1,300 per annum and the other \$1,400 by now. The service can not afford to lose these young women, and it is earnestly hoped that the recommendation of the two \$1,200 positions, to take the place of the two \$900 now provided by Congress, will receive favorable consideration. These promotions are due and richly deserved.

Patent Office.	Present salary.	Proposed salary.	Increase.
Assistant Commissioner	\$3,500	\$4,000	\$500
2 chiefs of clerical divisions		2,000	4,000
5 assistant chiefs of divisions		1,800	9,000
3 clerks of class 4		1,800	5,400
3 clerks of class 3		1,600	4,800
13 clerks of class 2		1,400	18,200
1 skilled draftsman	1,200	1,600	400
2 skilled draftsmen	1,200	1,400	400
4 draftsmen	1,000	1,200	800
14 copyists		1,000	14,000
Total			57,500

The total number of employees provided for the Patent Office by the legislative, executive, and judicial appropriation bill for the fiscal year ending June 30, 1919, is 959. The estimates above submitted make no change in this total number of employees, but propose a number of changes in grades and salaries.

It will be observed that all the changes submitted, excepting only the Assistant Commissioner's position, appertain to clerical positions in the Patent Office.

The duties of the Assistant Commissioner of Patents are very similar and substantially commensurate with those of the First Assistant Commissioner, who quite properly receives \$4,500. An increase of \$500 for the Assistant Commissioner would more equitably compensate him for the services he renders.

In regard to the remaining proposals, touching clerical positions, it may be said, frankly, that they are made in view of a growing state of dissatisfaction and unrest in the Patent Office. The clerks in that office, almost without exception, believe that clerks in other departments uniformly receive higher salaries for similar work and in many instances for work less exacting and requiring less training and skill. They are told every day that wholly inexperienced young girls in large numbers are called to this city and appointed at \$1,000, \$1,100, \$1,200, and sometimes higher salaries, with promises of promotion in from three to six months. It is not difficult to imagine the effect upon the minds of those who, day after day, hear of these instances, and who are themselves able to verify a sufficient number to justify a belief that all rumors are true.

As evidence of the truth of what is reported a telegram received recently by a temporary employee in the Patent Office is here quoted:

MISS GRACE L. GILLIONS;
504 Eleventh Street S.W., Washington, D. C.

Civil Service Commission certifies you for appointment if you desire appointment at \$1,100 per annum, with assurance of \$1,200 at the end of three months, and \$1,320 at the end of six months. Report immediately to the undersigned, or wire your intentions. The Room Registry Office, 1414 H Street, will aid you in securing room and board.

CAPT. GEO. F. DAGGETT,
Military Intelligence Division, 1330 F Street, Washington.

And there is further good ground for complaint. The purchasing power of a dollar has now shrunk to a point where a salary of \$1,200 to-day amounts to not much more than the equivalent of \$700 or \$800 five years ago. The Patent Office clerks have learned this by the painful trial of experience, and very many of them who have

worked for five years or more without a promotion and who have little or no prospect of promotion for five years in the future, are inclined to regard themselves as unfairly treated. They see mere novices everywhere engaged at as much or more than they receive after all their years of faithful service, and the result has been that a considerable number of the best of these clerks have sought, and a number have obtained, transfers to other bureaus under the Government with a view to receiving better pay; a larger number have resigned outright—several to take positions at higher salaries in the notoriously underpaid profession of teaching. Others have sought to obtain promotions by interesting Members of Congress, who generally express surprise at the existence of a condition of affairs such as is here set down. Very many others are continually begging to be promoted, and asserting that they can not possibly live on the salaries they receive.

In drafting the above noted proposals for increases in salaries not only the cause of the clerks but also the general betterment of the office has been kept in mind.

The reason for asking for two additional chiefs of clerical divisions is that the application and docket clerks of the Patent Office are each in an administrative position, exercising immediate supervision over approximately 10 to 15 clerks. Each should be made the chief of a division—one to be known as the application division and the other as the docket clerk division.

If the above suggestion be adopted the Patent Office will have eight clerical divisions and it should have an assistant chief for each of these divisions. It now has only three assistant chiefs of divisions for six clerical divisions. It asks an increase of five assistant chiefs.

At the present time, counting all possible places, there are only 45 clerical positions in the Patent Office to which a clerk receiving \$1,200 can hope to aspire by promotion. In fact there are practically less from the point of view of a female clerk for it has never been the custom to promote a woman to the position of chief or assistant chief of a division. To open up a prospect of promotion to those who are receiving \$1,200 request has been made for three additional clerks of class 4, three of class 3, and 13 of class 2. These particular changes are regarded as especially desirable and all but indispensable to the future welfare of the office.

Also there is recommended an increase of 14 clerks at \$1,000. The Patent Office has experienced great difficulty of late in getting suitable clerks who have passed the Civil Service examination to accept appointment at \$900 per annum, and this would be quite impossible but for the \$120 additional compensation provided by the appropriation bill for the current year.

A more regrettable feature in the situation is the fact that the Civil Service Commission does not submit to the Patent Office the names of the most competent clerks or typists who pass its examinations when called upon for certifications to fill \$900 positions. This is due to no fault of the commission but arises from the fact that the commission certifies as a rule only the names of persons who state in their examination papers that they will accept \$900 or less. The better class of clerks and typists state in their papers that they will accept \$1,000 to \$1,200, and these are naturally certified to departments that pay corresponding salaries to new appointees. A very large number of those

who accept \$900 positions in the Patent Office seek releases shortly after beginning service, and several have presented resignations to accept positions at higher pay outside the Government service. The only remedy seems to be to provide salaries for this office corresponding to those paid elsewhere.

The above proposals call for 40 new places in grades paying more than \$720 per annum. The Patent Office has a grade of copyist at \$720 with 40 positions in that grade. It is desired that that grade be entirely discontinued. Only five of the bureaus in the Interior Department have such a grade and of these the Patent Office employs seven more copyists at \$720 than the other four bureaus combined.

The statement has been made that the Patent Office employs nearly one half of all the \$720 copyists serving in the entire departmental service.

Dropping the \$720 copyist grade in the Patent Office is recommended also for the reason that in that office for two years at least it has been filled almost without exception, and is now entirely filled, by temporary employees, possessed of the most indifferent qualifications. The Civil Service Commission makes no attempt to certify names for this grade and it has been possible to fill or partially fill these positions only by accepting those who have but nicely begun, or at best have just finished, an elementary course in typewriting. Several of the employees in this grade are too young to take the civil-service examination, and of all of them it may be said that, taken on an average, it requires $2\frac{1}{2}$ to 3 of them to do the work of one good typist. Dropping this grade will reduce by \$28,800 the salary increases otherwise proposed, leaving a net increase of but \$28,700.

The estimate for special and temporary typewriters for which the current appropriation bill provides \$5,000 has been omitted this year in the belief that the better grade of help which the above recommendations would insure justifies this change.

Among the proposed increases of salaries are one of \$400, and two of \$200 each for three \$1,200 draftsmen; and four of \$200 each for four \$1,000 draftsmen. A comparison of the salaries paid draftsmen in any other branch of the Government service with the salaries paid in the Patent Office will show the basis of this recommendation.

A table showing such a comparison, prepared as far back as 1916, is here reproduced:

Branch of service.	Number of draftsmen employed.	Total of salaries paid.	Average.	Highest salary.	Lowest salary.
Coast and Geodetic Survey.....	22	\$37,600	\$1,709	\$2,400	\$1,000
Office of Supervising Architect, Treasury Department.....	75	126,900	1,692	2,400	1,100
Quartermaster General's Office, War Department.....	15	24,000	1,600	1,800	1,400
Bureau of Ordnance, Yards and Docks, Navy Department.....	2	3,200	1,600	1,800	1,400
Fourth Assistant Postmaster General.....	18	26,200	1,445	1,800	1,200
Lighthouse Bureau, Department of Commerce.....	6	8,600	1,433	1,800	1,200
Division of Publications, Agricultural Department.....	13	17,500	1,346	1,600	1,200
Chief of Ordnance, War Department.....	52	69,600	1,344	2,200	900
Chief of Staff, Army War College.....	9	11,800	1,311	1,800	1,000
Indian Office.....	2	2,600	1,300	1,400	1,200
Forestry.....	35	44,020	1,257	2,000	900
Hydrographic Office, Navy Department.....	27	34,000	1,250	1,800	900
Grand totals of 12 branches of service.....	276	405,320	1,472	.....	.....

Patent Office: Seven men, average \$1,085; two grades, \$1,200 and \$1,000.

The Patent Office has had two vacancies in the \$1,000 draftsman position for many months. One has been filled by a woman holding a temporary clerical position; the other has remained vacant, and neither the Civil Service Commission nor the appointing officers of the office have been able to find a sufficiently skilled person who would accept it. Those who at present are employed at this work are dissatisfied and some of them are asking to be released to take work elsewhere at higher pay. Total increase in salaries recommended \$259,320.

The foregoing statement is supplementary to the regular estimates and I have to request that it be brought to the attention of Congress.

Cordially, yours,

FRANKLIN K. LANE.

DEPARTMENT OF COMMERCE,
Washington, November 8, 1918.

MY DEAR MR. SECRETARY: The annual estimates of the Department of Commerce of appropriations for the fiscal year ending June 30, 1920, include no increases in statutory salaries, but you are requested to transmit to the Congress for its consideration the following recommendations for increases:

THE OFFICE OF THE SECRETARY.

Assistant chief clerk and superintendent, at \$2,250, in lieu of one clerk of class 4.—This increase is asked for in order that the salary of a worthy and capable employee can be made more nearly commensurate with the responsibilities devolving upon him.

He handles many important administration details, assists in the care of the building and its equipment, the supervision of the maintenance force, and in the absence of the chief clerk and superintendent performs all the duties of that officer; is doing so to-day.

He is a valuable employee and has an excellent knowledge of the department in general, having been connected with it since February, 1904. The position is well worth the salary requested, which is lower than that paid by some departments for similar positions.

Chief, Division of Supplies, \$2,500, in lieu of Chief, Division of Supplies, at \$2,100.—There are two other chiefs of division in the office of the Secretary carrying \$2,500 salaries. The duties of the Chief, Division of Supplies, are equally as important, and in the interests of fairness and good administration the salary attached to this office should be the same.

Two assistant chiefs of division (one Appointments and one Supplies), at \$2,000 each, in lieu of two clerks of class 4.—It is desired to assign one of these positions to the Appointment Division and the other to the Division of Supplies. The incumbents of these positions are clerks of class 4, with office designations as "acting chief of division" in the absence of their respective chiefs, and are justly entitled to the increase requested.

The employee filling this position in the Appointment Division has an exceptional knowledge of civil-service procedure. The chief of this division is the departmental, and frequently acts as the Civil Service Commission's, representative on the examining board of the

Bureau of Foreign and Domestic Commerce. This and other duties necessitate the employee in question assuming the responsibilities of the chief of the division.

The position in the Division of Supplies is similar to that in the Appointment Division, in that the incumbent possesses a thorough knowledge of the work peculiar to that division. The chief of this division frequently serves on departmental and interdepartmental committees, which necessitates the employee in question performing the duties of that officer. He handles much of the routine work of the office, is a valuable employee, and well deserving of the increase requested.

Additional for clerk designated to act as deputy disbursing clerk, \$300, to make salary \$2,100, now \$1,800.—This officer is bonded for faithful and honest discharge of his duties, which include the signing of official checks in the absence of the disbursing clerk and the supervision of the general work of the office. The incumbent has been employed in the office for more than 15 years and is entitled to the increase asked.

One chief telephone operator, at \$1,400, in lieu of one clerk at \$1,000.—It is desired to increase the salary of the employee who is in charge of the department's telephone service from \$1,000 to \$1,400. The department is fortunate in having a most expert and efficient employee who could command a much higher salary elsewhere. The Civil Service Commission has consented to her promotion to the \$1,400 class with the understanding that an estimate would be submitted for the position of chief telephone operator at that salary. Similar positions pay as much and more in other departments.

Three in lieu of one skilled laborer, at \$1,000, estimated for.—One in lieu of one skilled laborer, at \$900; and one in lieu of one skilled laborer, at \$840.

One of these positions is desired in order to more nearly compensate the man in charge of the departmental stable, who also acts as chauffeur to the Secretary of Commerce. This employee is most capable, efficient, and deserving of the slight increase requested and could readily command a much larger salary elsewhere. He has been receiving the same salary since July 1, 1911.

The other position is desired for an employee who cares for and makes repairs to the various duplicating, folding, sealing, and stapling machines in the Division of Publications. The position requires unusual skill, and the present salary is entirely too small for the class of work performed.

Two instead of one carpenter, at \$1,000, estimated for.—One in lieu of one carpenter, at \$900. This is in lieu of one carpenter, at \$900, estimated for, in order to retain the services of the present employee who can command a higher salary outside the Government service.

One chief watchman, at \$1,000, in lieu of one chief watchman at \$900.—It is desired to increase the salary of this position \$100 to better compensate the employee filling the same and to make it more nearly equal to similar positions in other departments.

THE BUREAU OF LIGHTHOUSES.

Superintendent of Naval Construction, increase from \$3,000 to \$4,000 per annum.—The present pay is inadequate considering the responsibility and work of this position, the qualifications required, and the

compensation paid for similar services by shipbuilders, and the demand for men having the qualifications possessed by the present incumbent of this position.

Assistant engineer, increase from \$2,000 to \$2,400 per annum.—This assistant engineer is engaged on marine engineering work, and the pay authorized is inadequate under present conditions for the qualifications required and the responsibility of the position.

Additional compensation for marine draftsmen, \$1,200.—Great difficulty is experienced in keeping the positions of draftsmen in the bureau's office competently filled at the authorized rates of pay, owing to the increased demand for draftsmen and the higher compensation offered by shipbuilders. An increase of \$1,200 is requested to enable the Commissioner of Lighthouses to pay additional compensation to draftsmen employed on marine engineering work in the Bureau of Lighthouses, the pay of such draftsmen in no case to exceed a rate of \$2,000 per annum.

Clerk at \$1,600 per annum in lieu of clerk at \$900 per annum, and clerk at \$1,200 per annum in lieu of clerk at \$900 per annum.—Owing to the difficulty in keeping the lower paid clerical positions competently filled in the Bureau of Lighthouses and the increase of work requiring a high order of clerical ability, due to more complicated methods of contracting for coal and other supplies and materials, the bureau's cooperation with other branches of the Government service, and commercial interests under present conditions, it is very desirable that the two present positions at \$900 be abolished and in lieu thereof there be authorized one additional clerk in class 3 (\$1,600 per annum) and one additional clerk in class 1 (\$1,200 per annum).

BUREAU OF NAVIGATION.

The increase from \$2,750 to \$3,000 in the annual salary of Mr. Arthur J. Tyrer, deputy commissioner, is earnestly recommended because he is the one man in the office whom I regard as indispensable on account of his experience in the office covering nearly 16 years (9 of which have been as deputy commissioner), his entire trustworthiness, and his knowledge of the relations to one another of the different branches of Government now connected with shipping; a knowledge which makes him useful to other branches of Government as well as to the bureau on the pay roll of which he is carried.

Mr. William M. Lytle, chief clerk of the bureau, should be promoted from \$2,000 to \$2,500 per annum. This recommendation is based on the excellent work being done by this officer. He has been in the bureau since its creation in 1884 and has extensive knowledge of the details of each branch of the bureau's work. The increase in shipping and our cooperation with the Shipping Board have added materially to his duties.

Mr. Albert C. Kirwan, United States Shipping Commissioner at Baltimore, receives but \$1,200 and is recommended for \$1,500 per annum. The work of this office in the shipment and discharge of seamen alone has increased nearly 500 per cent since 1914. He has been in the service for years, has a family, and should be paid a living wage. Much additional work devolves on him as well as on the other shipping officers because of the existing requirements in regard to identification of seamen, etc.

Mr. Augustus R. Smith, United States Shipping Commissioner at Philadelphia, is receiving \$2,400, which should be increased to \$3,000 per annum. This recommendation is based on the material increase in the importance of the work at that port. I am informed that Mr. Smith is one of the most efficient of our shipping commissioners.

Mr. Smith E. Reynolds, United States Shipping Commissioner at New Orleans, La., is receiving \$1,500 per annum and should have \$2,000. The work at this port has increased since 1914 over 400 per cent in the shipment and discharge of seamen alone. Mr. Reynolds also is an excellent officer, takes especial interest in his work, and is entitled to this increase.

THE BUREAU OF STANDARDS.

I desire to call your attention to a very serious situation at the Bureau of Standards in connection with the salaries of its leaders. These salaries are nowhere near those paid by the industrial concerns for the same grade of service, nor are the increases submitted based upon present conditions. Indeed, these increases were submitted three or four years ago and represent what should have been paid at that time. In most cases the salaries of our leaders are not over 50 per cent of those paid elsewhere. There can be but one result, namely, a serious deterioration of the quality of the Bureau's personnel; this needs no argument from me. During the past three or four years the bureau has lost many of its best men. The loss of these men leads to inefficient work and tends to destroy the bureau's usefulness to the public, and I recommend the specific increases in salaries submitted herewith.

The salary of the chief physicist and chief chemist should be raised to \$5,500 or \$6,000 per year.

The three division chiefs, now receiving \$3,600, should be raised to \$4,500.

The secretary should receive an increase to \$2,700 or \$3,000.

The salary of the chief mechanic and superintendent of shops should be increased to \$3,000.

The superintendent of the mechanical plant should be raised to \$3,000.

The chief clerk should be increased to \$2,500.

The photographer should be increased to \$1,600.

The superintendent of the woodworking shop should be increased to \$1,800.

The salary of the glass blower should be increased to \$1,800.

The salary of the foreman of janitors and laborers should be increased to \$1,200.

COAST AND GEODETIC SURVEY.

Chief, printing and sales section.—This is an important and responsible position, and the salary of \$2,000, appropriated July 1, 1918, is much below fair compensation for the ability required and duties performed.

This section prints, stocks, and distributes the 662 different charts issued by the Coast Survey. The output is about 250,000 prints per

annum. From 40 to 50 persons are employed. Its chief is held responsible for keeping the bureau's charts in print and maintaining a constant supply corrected to date and immediately available. This responsibility during war time has been particularly grave. The successful carrying on of these duties requires technical knowledge and business training, together with ability to direct the work of others. In the United States Geological Survey \$4,000 is paid for similar work. It is recommended that a salary of not less than \$2,400 be provided for this position.

Salaries: Aids.—It is also recommended that instead of 19 aids at \$1,000 each 16 aids at \$1,100 each be provided, making the total number of aids 26, at \$1,100.

BUREAU OF FISHERIES.

Deputy commissioner, \$4,000 (increase of \$500).—The inadequacy of the salary of the Deputy Commissioner of Fisheries, as compared with the salaries of deputy commissioners or assistant chiefs of other technical or scientific bureaus of the Government, is shown in the following tabulation:

Establishment.	Salary.	Ratio to salary of chief.	Establishment.	Salary.	Ratio to salary of chief.
		<i>Per cent.</i>			<i>Per cent.</i>
Patent Office.....	\$4,000	90	Bureau of Biological Survey..	\$3,250	93
Weather Bureau.....	3,250	65	Bureau of Markets.....	4,000	88
Bureau of Plant Industry.....	4,500	90	Bureau of Lighthouses.....	4,000	80
Forest Service.....	4,000	80	Coast and Geodetic Survey...	4,000	60
Bureau of Chemistry.....	4,000	80	Bureau of Fisheries.....	3,500	58
Bureau of Entomology.....	4,000	88			

The present occupant of this position entered the Fishery Service through competitive examination in 1896, and after most acceptably filling various technical positions in regular course, was appointed deputy commissioner in 1915. He is a graduate of the University of Pennsylvania with the degree of doctor of philosophy, and was recommended for this position because he was generally adjudged as being preeminently qualified therefor by training, experience, and practical demonstration of fitness.

Four assistants in charge of divisions of fish culture, inquiry respecting food fishes, and fisheries industries, and Alaska service, at \$3,500 (increase of \$800, \$800, \$1,000, and \$500, respectively).—Each of these positions, together with that of assistant in charge of Alaska service, for which provision is made in the regular estimates, requires a man with long technical training and experience. These positions are filled by highly qualified men whose work is most effective and meets with the hearty support of the fishery interests and the general public. The importance of the duties and the results achieved in making possible and promoting the increased consumption of aquatic products merit full recognition by Congress. The present salaries in two cases are less than were formerly paid, and are very materially under the salaries allowed for corresponding positions or similar services in other bureaus of the Department of Commerce and in other departments. The following compilation, based on the Official Register for 1917,

indicates that the maximum and average salaries paid to division chiefs or similar officials in 12 other Government bureaus are uniformly higher than in the Bureau of Fisheries. It should be pointed out that some of the positions herein considered carry less responsibility than do the compared positions in the Bureau of Fisheries, since the incumbents are charged merely with the direction of special investigations or particular laboratories.

Comparison of salaries of corresponding grades in several departments and bureaus.

Department and bureau.	Positions compared.	Number of positions.	Maximum salary.	Average salary.
Department of Agriculture:				
Bureau of Animal Industry.....	Chief of division.....	10	\$4,500	\$3,452
Bureau of Plant Industry.....	Scientist in charge.....	26	4,500	3,633
Bureau of Forestry.....	Forester in charge.....	9	3,750	3,328
Bureau of Chemistry.....	Chemist in charge laboratories...	21	4,000	3,202
Bureau of Soils.....	In charge of investigations.....	4	3,750	3,187
Bureau of Entomology.....	Entomologist in charge.....	8	3,500	3,281
Bureau of Biological Survey.....	Assistant in charge.....	4	3,250	2,937
States Relations Service.....	Chief of office.....	4	4,000	3,755
Department of the Interior:				
Geological Survey.....	Scientist in charge.....	24	4,500	3,468
Bureau of Mines.....	Chief of division.....	5	5,000	4,840
Department of Commerce:				
Bureau of Standards.....	Chemist or physicist.....	9	4,800	3,766
Coast and Geodetic Survey.....	Chief of division, engineer.....	5	4,000	3,140
Bureau of Fisheries.....	Assistant in charge or chief agent.	4	2,700	2,600

From this table it appears that in 12 bureaus of 3 departments, excluding the Bureau of Fisheries, the average salary paid to chiefs of divisions or similar positions is \$3,473, while in the Bureau of Fisheries it is \$2,600. In considering 7 of these bureaus with which comparisons are practicable for 1907 and 1917, there develops the fact that, whereas in the Bureau of Fisheries there was in that period no increase in salaries in the positions in question, in each of the other 7 bureaus there was such an increase, which, for the maximum salaries obtainable, averaged 28 per cent.

Field force, division of fish culture.—Two field station superintendents at \$2,200 each (increase of \$400); 38 superintendents at \$2,000 each (increase of \$500); 17 foremen at \$1,500 each (increases of \$540, \$500, \$420, and \$300); 46 fish culturists at \$1,200 each (increases of \$240 and \$300); 113 apprentice fish culturists at \$900 each (increases of \$300, \$180, and \$120), including 6 already receiving \$900; 5 car captains at \$1,500 (increase of \$300); 6 car messengers at \$1,200 each (increase of \$200); 5 assistant car messengers at \$1,000 each (increase of \$100); 5 apprentice car messengers at \$900 each (increase of \$180); 5 car cooks at \$720 each (increase of \$120); 9 machinists at \$1,200 each (increase of \$240); 5 engineers at stations at \$1,200 each (increases of \$100, \$120, and \$200); 17 firemen at stations at \$900 each (increases of \$180 and \$300); 1 laborer at \$720 (increase of \$120); 2 coxswains at \$900 each (increase of \$180).

This readjustment in the division of fish culture is imperatively demanded by the changed industrial and living conditions since the present salary scale was established upward of a quarter of a century ago and by the recent experience of the bureau in obtaining qualified men. For several years it has been most difficult to induce desirable persons to enter the service at the meager salaries offered, and the

entire field personnel has become disorganized in consequence. The situation is most serious as regards the lower grades, but an advance all along the line is necessary in order that the bureau may properly conduct its operations.

On October 1, 1918, out of 95 positions of apprentice fish culturist, there were 60 that were either vacant or temporarily filled without regard to the civil service requirements, and the entire force in this and similar grades is constantly shifting. Local unskilled helpers temporarily employed to do the work for which some technical knowledge and skill are desirable have to be paid two or three times the wages of statutory employees.

Local agent, Boston, Mass., \$600 (increase of \$300).—This increase is requested by the necessity of making no discrimination against the position of local agent at the country's most important fishing port and of paying him the same salary that is allowed other local agents.

Chief messenger, \$900 (increase of \$180).—It is intended to reward by this small increase the faithful performance of duty by an employee who has been over 30 years in this service. He is on hand early and late, and ever willing, painstaking, industrious, and capable. The pay he receives is disproportionate to his service and is less than is given in other branches of the Government service.

Librarian, \$1,800 (increase of \$300).—The library of the bureau contains the best collection of books on fish, fisheries, and related subjects in the world. It consists of over 30,000 books and periodicals in Washington and approximately 20,000 at the several laboratories in the field. The salary of the librarian should be commensurate with the specialized knowledge and training required and with that paid in similar libraries of the Government. In the Coast Survey and the Bureau of Education the salary of the librarian is \$1,800, and in the Bureau of Mines, Patent Office, and Bureau of Public Health Service, \$2,000.

Clerk, Seattle office, \$1,200 (increase of \$300).—With the demand for competent stenographers and typewriters in the Pacific coast cities, it is impossible for the bureau to fill this position at the salary now allowed.

Two agents at Pribilof Islands, Alaska, at \$2,400 (in lieu of 2 agents and caretakers at \$2,000).—With the resumption of commercial sealing at the Pribilof Islands on a large scale, and with the greatly added responsibilities and duties imposed on the department's chief representatives as a result of an economical prosecution of the sealing industry, the position of "caretaker" becomes anomalous, and the salary attached to the position is not commensurate with its importance and responsibility and with the financial and other interests involved. The business of the Pribilof Islands yields an annual revenue to the Government that now amounts to more than a million dollars and will rapidly increase during the next few years. The salaries now paid the agents are very much less than were provided by Congress while the Pribilof Islands were in an unproductive and generally unsatisfactory condition. The pay of agents now, amounting to \$4,000 a year, is to be compared with their pay for many years prior to 1913, amounting to \$8,760 a year.

FOREIGN AND DOMESTIC COMMERCE.

The salaries of the two assistant chiefs of bureau should be increased \$1,000 each, viz, the salary of the first assistant chief should be raised from \$3,500 to \$4,500, and the salary of the second assistant chief should be raised from \$3,000 to \$4,000. The work of these two administrative officials is of a high grade and by no means mechanical. The first assistant chief has supervision of the technical research and statistical divisions of the bureau and the second assistant chief directs the work of the foreign service and trade promotion divisions. Both of these officials have, since their tenure of office, had offers made to them at much higher salaries. The salaries as recommended are not in excess of salaries for similar responsible positions in Government organizations in Washington, and are decidedly less than salaries paid by commercial organizations and business firms for work of a similar character.

The salary of the chief clerk should be raised from \$2,250 to \$2,750 per annum. When the present salary was established, July 1, 1890, it was for the chief clerk of the old Bureau of Statistics, which is now only a division in the Bureau of Foreign and Domestic Commerce. The chief clerk is the ranking administrative officer, next to the director of the bureau and the two assistant directors, and he has a large measure of personal responsibility for the administrative work as well as being responsible for the purchase and supervision of supplies and equipment for the field offices located both at home and abroad. Since July 1, 1890, the work of the bureau has been considerably expanded, all of which has meant increased burdens upon the chief clerk. This sum is not in excess of that paid by other large bureaus in Washington involving similar responsibilities.

The present salary of the chief of the Research Division is \$2,500, but it should not be less than that of the other division chiefs, who now receive \$2,750, as his duties are comparable and his qualifications no less exacting. He directs the general foreign research of the bureau, outside of the specialized far eastern and Latin American fields, using for this purpose the principal foreign journal, both official and commercial, foreign commercial magazines and newspapers, reports of other Governments, and similar material.

It is felt that the chief of the Division of Trade Information should be promoted from \$2,000 to \$2,750, a salary equal to that of other division chiefs. He has charge of the bureau's correspondence of a commercial nature. Under him are trained correspondents and the major portion of the stenographic staff. The range of his knowledge is of necessity broad in its scope, involving both technical foreign trade questions as well as commercial problems.

An increase of \$500 is asked for the position of editorial assistant. The editorial assistant acts as assistant chief of the editorial division. This position requires editorial training and technical familiarity with printing methods, for he handles the bulk of the material which must be prepared for the printer. Present salary is \$2,000.

The two messenger boys employed in the bureau should have their salaries increased from \$420 to \$480 per annum, which is the lowest salary paid in most other Government departments for service of this kind.

Yours, very truly,

WILLIAM C. REDFIELD,

The SECRETARY OF THE TREASURY.

Secretary

Summary.

	Present.	Proposed.	Increase.
Office of the Secretary:			
Assistant chief clerk and superintendent, in lieu of clerk class 4.....	\$1,800	\$2,250	\$450
Chief division of supplies.....	2,100	2,500	400
Two assistant chiefs of division.....	1,800	2,000	400
Deputy disbursing clerk.....	1,800	2,100	300
Chief telephone operator.....	1,000	1,400	400
Skilled laborer.....	840	1,000	160
Do.....	900	1,000	100
Carpenter.....	900	1,000	100
Chief watchman.....	900	1,000	100
Total.....			2,410
Bureau of Lighthouses:			
Superintendent of naval construction.....	3,000	4,000	1,000
Assistant engineer.....	2,000	2,400	400
Marine draftsmen, additional salary.....			1,200
Clerk.....	900	1,600	700
Do.....	900	1,200	300
Total.....			3,600
Bureau of Navigation:			
Deputy commissioner.....	2,750	3,000	250
Chief clerk.....	2,000	2,500	500
Shipping commissioner—			
Baltimore.....	1,200	1,500	300
Philadelphia.....	2,400	3,000	600
New Orleans.....	1,500	2,000	500
Total.....			2,150
Bureau of Standards:			
Chief physicist.....	4,800	5,500	700
Chief chemist.....	4,800	5,500	700
Three physicists and chemists.....	3,600	4,500	2,700
Secretary.....	2,000	3,000	800
Chief mechanic.....	1,800	3,000	1,200
Superintendent.....	2,500	3,000	500
Chief clerk.....	2,200	2,500	300
Photographer.....	1,400	1,600	200
Foreman woodworking shop.....	1,500	1,800	300
Glass blower.....	1,600	1,800	200
Foreman of janitors and laborers.....	900	1,200	300
Total.....			7,900
Bureau of Foreign and Domestic Commerce:			
Assistant chief.....	3,500	4,500	1,000
Do.....	3,000	4,000	1,000
Chief clerk.....	2,250	2,750	500
Chief of division.....	2,500	2,750	250
Do.....	2,000	2,750	750
Editorial assistant.....	2,000	2,500	500
2 messenger boys.....	420	480	120
Total.....			4,120
Coast and Geodetic Survey:			
Chief, printing and sales.....	2,000	2,400	400
16 aids in lieu of 19.....	1,000	1,100	1,400
Bureau of Fisheries:			
Commissioner's office—1 deputy commissioner.....	3,500	4,000	500
Assistants in charge of divisions—			
1 fish culture.....	2,700	3,500	800
1 inquiry respecting food fishes.....	2,700	3,500	800
1 fisheries industries.....	2,500	3,500	1,000
1 Alaska service.....	3,000	3,500	500
1 librarian.....	1,500	1,800	300
1 local agent, Boston, Mass.....	300	600	300
1 chief messenger.....	720	900	180
1 clerk, Seattle office.....	900	1,200	300
Field service—			
Alaska service—2 agents, Pribilof Islands (in lieu of agents and caretakers).....	2,000	2,400	800
Employees at large—			
2 field station superintendents.....	1,800	2,200	800
2 fish culturists.....	960	1,200	480
Do.....	900	1,200	600
6 machinists.....	960	1,200	1,440
2 coxswains.....	720	900	360

1 Net decrease, \$1,000.

Summary—Continued.

	Present.	Proposed.	Increase.
Bureau of Fisheries—Continued.			
Field service—Continued.			
Distribution (car) employees—			
5 car captains.....	\$1,200	\$1,500	\$1,500
6 car messengers.....	1,000	1,200	1,200
5 assistant car messengers.....	900	1,000	500
5 apprentice car messengers.....	720	900	900
5 car cooks.....	600	720	600
Station employees—			
38 superintendents.....	1,500	2,000	19,000
14 foremen.....	1,200	1,500	4,200
1 foreman.....	1,080	1,500	420
Do.....	1,000	1,500	500
Do.....	960	1,500	540
4 fish culturists.....	960	1,200	960
38 fish culturists.....	900	1,200	11,400
6 apprentice fish culturists.....	900	900	-----
1 apprentice fish culturist.....	780	900	120
11 apprentice fish culturists.....	720	900	1,980
95 apprentice fish culturists.....	600	900	28,500
1 engineer.....	1,100	1,200	100
Do.....	1,080	1,200	120
3 engineers.....	1,000	1,200	600
3 machinists.....	960	1,200	720
7 firemen.....	720	900	1,260
10 firemen.....	600	900	3,000
1 laborer.....	600	720	120
Total.....			87,400
Grand total increase.....			106,580

DEPARTMENT OF COMMERCE,
Washington, November 13, 1918.

DEAR SIR: In view of the report of the Secretary of Labor, containing a comparison of salaries paid by private establishments and the Federal Government for mechanical and subclerical positions, I have to request that you transmit to Congress for its consideration in connection with the estimates for the Department of Commerce for the fiscal year 1920 my recommendation that the salaries attached to the following positions in the District of Columbia be increased as indicated:

Carpenter.....	\$1,680
Pattern maker and carpenter.....	1,680
Cabinetmaker.....	1,800
Engineer.....	1,800
Chief engineer and electrician.....	2,000
Assistant engineer.....	1,560
Electrician.....	1,680
Watchman.....	1,000
Chief watchman.....	1,200
Elevator conductor.....	1,000
Fireman.....	1,252
Messenger.....	1,000
Assistant messenger.....	900
Messenger boy.....	600
Skilled laborer.....	1,600
Laborer.....	1,000
Telephone operator.....	1,000

These increases are necessary to insure the retention of a sufficient force of trained employees to properly perform the duties of the positions enumerated.

Yours, very truly,

WILLIAM C. REDFIELD,
Secretary.

DEPARTMENT OF LABOR,
Washington, November 5, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to recommend under the following-named appropriations to be made for the Department of Labor for the fiscal year ending June 30, 1920, the following increases in statutory salaries:

	Esti- mated salary.	Proposed salary.	Increased salary.
Office of Secretary of Labor:			
Assistant Secretary.....	\$5,000	\$7,500	\$2,500
Chief clerk.....	3,000	4,000	1,000
Private secretary to Secretary.....	2,500	2,750	250
Confidential clerk to Secretary.....	1,800	2,250	450
Private secretary to Assistant Secretary.....	2,100	2,400	300
Appointment clerk.....	2,100	2,500	400
Bureau of Labor Statistics:			
Commissioner.....	5,000	6,000	1,000
Deputy commissioner.....	3,000	4,500	1,500
Chief statistician.....	3,000	4,500	1,500
Editor in chief.....	3,000	4,200	1,200
Three statisticians.....	¹ 3,000	¹ 3,800	2,400
Do.....	¹ 3,000	¹ 3,400	1,200
Four employees.....	¹ 2,760	¹ 3,000	960
Bureau of Immigration:			
Commissioner General.....	5,000	6,000	1,000
Assistant Commissioner General.....	3,500	4,500	1,000
Children's Bureau:			
Chief.....	5,000	6,000	1,000
Assistant chief.....	2,400	3,500	1,100
Private secretary to chief of bureau.....	1,500	1,800	300
Bureau of Naturalization:			
Commissioner of naturalization.....	4,000	6,000	2,000
Deputy commissioner of naturalization.....	3,250	4,500	1,250
Total.....			22,310

¹ Each.

It is also recommended that the entrance salary for all first-class clerks, stenographers, etc., be fixed at \$1,200 per annum; that the entrance salary for minor clerical positions be fixed at \$1,000 per annum, that the salary of engineer be increased from \$1,100 to \$1,800 per annum, that the salary of electrician be increased from \$1,000 to \$1,680 per annum, that the salary of skilled laborers be increased from \$840 to from \$1,000 to \$1,600 per annum, that the salary of firemen be increased from \$720 to \$1,252 per annum, that the salary of messengers be increased from \$840 to \$1,000 per annum, that the salary of telephone operators be increased from \$720 to \$1,000 per annum, that the salary of elevator conductors be increased from \$720 to \$1,000 per annum, that the salary of watchmen be increased from \$720 to \$1,000 per annum, that the salary of assistant messengers be increased from \$720 to \$900 per annum, and that the salary of laborers be increased from \$660 to \$1,000 per annum.

It is further recommended that because of war conditions, and the resulting higher cost of living, the per diem in lieu of subsistence allowance be raised from \$4 to \$6.

Cordially, yours,

W. B. WILSON,
Secretary.

OFFICE OF THE ATTORNEY GENERAL,
Washington, D. C., October 15, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to recommend the following increases in statutory salaries under the appropriation to be made for "Salaries, Department of Justice, 1920," under the subdivisions "Office of the Attorney General" and "Division of Accounts":

	Present salary.	Proposed salary.	Increase.
Chief clerk.....	\$3,500	\$4,000	\$500
Private secretary and assistant to Attorney General.....	3,000	4,000	1,000
Chief Division of Investigation.....	4,000	5,000	1,000
One examiner.....	2,500	3,000	500
Chief Division of Accounts.....	2,750	3,500	750
Chief bookkeeper and record clerk.....	2,200	2,500	300
One accountant in lieu of clerk of class 3.....	1,600	2,000	400
Total.....			4,450

I also transmit herewith the following recommendations submitted by the various solicitors:

	Present salary.	Proposed salary.	Increase.
Solicitor of Internal Revenue.....	\$5,000	\$7,500	\$2,500
Solicitor for the Department of Labor:			
Chief clerk and law clerk.....	2,000	2,500	500
Two law clerks at \$2,250 in lieu of two at \$1,800.....	3,600	4,500	900
One clerk of class 3 in lieu of one of class 1.....	1,200	1,600	400
Messenger.....	840	1,000	160
Total.....			1,960
Solicitor for the Department of Commerce:			
Solicitor.....	5,000	6,500	1,500
Assistant solicitor.....	3,000	4,000	1,000
One law clerk at \$2,250 in lieu of one clerk of class 2.....	1,400	2,250	850
One law clerk at \$2,000 in lieu of one clerk of class 2.....	1,400	2,000	600
One clerk of class 4 in lieu of one of class 1.....	1,200	1,500	600
Messenger.....	840	1,000	160
Total.....			4,710

It is further recommended that changes be made as follows from the salaries carried by the field appropriations specified:

	Present salary.	Proposed salary.	Increase.
Inspection of prisons and prisoners—Assistant superintendent of prisons..	\$2,500	\$3,000	\$500
United States Penitentiary, Leavenworth, Kans.:			
3 captains of watch, from \$1,000 to \$1,200 each.....	3,000	3,600	600
25 guards, from \$70 per month to \$80 per month each.....	21,000	24,000	3,000
Total.....			3,600
United States Penitentiary, Atlanta, Ga.:			
3 captains of watch, from \$1,000 to \$1,200 each.....	3,000	3,600	600
20 guards, from \$70 per month to \$80 per month each.....	16,800	19,200	2,400
Total.....			3,000

	Present salary.	Proposed salary.	Increase.
United States Penitentiary, McNeil Island, Wash.:			
Warden.....	\$2,000	\$2,500	\$500
Deputy warden.....	1,200	1,800	600
Chief clerk.....	1,200	1,800	600
Physician.....	1,200	1,600	400
Superintendent of boats.....	1,200	1,500	300
Steward and cook.....	1,000	1,500	500
Engineer and electrician.....	1,200	1,500	300
25 guards from \$70 per month to \$100 per month each.....	21,000	30,000	9,000
Total.....			12,200
National Training School for Boys, Washington, D. C.:			
Parole officer.....	900	1,000	100
Chief clerk.....	1,000	1,200	200
Assistant office clerk.....	480	600	120
Assistant farmer.....	420	500	80
Engineer.....	600	720	120
Assistant engineer.....	420	600	180
Assistant cook.....	300	400	100
Laundress.....	360	400	40
Housemaid.....	216	240	24
Total.....			964
Total amount of all proposed increases.....			33,884

Respectfully,

T. W. GREGORY,
Attorney General.

OFFICE OF THE ATTORNEY GENERAL,
Washington, D. C., November 25, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to submit, as a supplemental estimate for the fiscal year 1920 to be transmitted to Congress in the usual manner, the following recommendation as to all statutory employees of the Department of Justice and the courts of the United States:

1. That the minimum salary of all general clerks, stenographers, and typists be fixed at \$1,200 per annum.

2. That the salaries of the following classes of employees be fixed as follows:

Minor clerks, \$1,000 per annum; chief messengers, \$1,200 per annum; messengers, \$1,000 per annum; assistant messengers, \$900 per annum; laborers, elevator conductors, and watchmen, \$1,000 per annum; firemen, \$1,252 per annum; packer, \$1,100 per annum; head charwoman, \$600 per annum; charwomen, \$300 per annum; telephone operators, \$1,000 per annum; electrician, \$1,680 per annum; engineers, \$1,680 per annum; assistant engineers, \$1,560 per annum.

Respectfully,

T. W. GREGORY,
Attorney General.

OFFICE OF THE POSTMASTER GENERAL,
Washington, D. C., October 14, 1918.

Hon. WILLIAM G. McADOO,
Secretary of the Treasury.

MY DEAR MR. McADOO: Referring to your letter of the 9th instant, inviting attention to the desire of the President that no increases in statutory salaries be submitted in the annual estimates, but that

recommendations for such increases be embodied in a separate letter to the Secretary of the Treasury for transmission to the Congress, you are informed that, in conformity therewith, the estimates for the fiscal year 1920 have been prepared without increases in statutory salaries, and the following recommendations for increases are submitted:

OFFICE OF THE POSTMASTER GENERAL.

Appointment clerk at \$2,250, in lieu of \$2,000; assistant chief clerk at \$2,500, in lieu of \$2,000; two bookkeepers and accountants at \$2,000 each, in lieu of two clerks of class 4; chief clerk to chief inspector at \$2,250, in lieu of \$2,000; chief clerk to purchasing agent at \$2,250, in lieu of \$2,000; assistant attorney at \$2,500, in lieu of \$2,000; clerk in charge at \$2,000, in lieu of clerk, class 4; map mounter at \$1,400, in lieu of \$1,200; assistant map mounter at \$1,200, in lieu of \$1,000; blue printer at \$1,200, in lieu of \$900; assistant blue printer at \$1,000, in lieu of \$840.

OFFICE OF THE FIRST ASSISTANT POSTMASTER GENERAL.

One clerk in charge at \$2,000 in lieu of clerk of class 4, office of the Postmaster General. Division of Post Office Service: One clerk in charge at \$2,250, in lieu of assistant superintendent at \$2,000; chief clerk at \$2,250, in lieu of assistant superintendent at \$2,000; five clerks in charge at \$2,000 each, in lieu of five clerks, class 4, office of the Postmaster General; superintendent division of dead letters at \$2,750, in lieu of \$2,500.

OFFICE OF THE SECOND ASSISTANT POSTMASTER GENERAL.

Division of Railway Mail Service: Chief clerk at \$2,250, in lieu of \$2,000; assistant chief clerk at \$2,000, in lieu of clerk, class 4, office of the Postmaster General; appointment clerk at \$2,000, in lieu of clerk of class 4, office of the Postmaster General.

OFFICE OF THE THIRD ASSISTANT POSTMASTER GENERAL.

Division of Stamps: Clerk in charge of audit section and clerk in charge of administrative section at \$2,000 each, in lieu of two clerks, class 4, office of the Postmaster General. Division of Registered Mails: Superintendent at \$2,750, in lieu of \$2,500; clerk in charge of indemnities at \$2,000, in lieu of clerk, class 4, office of the Postmaster General. Division of Finance: Superintendent at \$2,500, in lieu of \$2,250. Division of Classification: Assistant superintendent at \$2,000, in lieu of clerk, class 4, office of Postmaster General.

OFFICE OF THE FOURTH ASSISTANT POSTMASTER GENERAL.

Division of Equipment and Supplies: Two clerks in charge at \$2,000 each, in lieu of two clerks, class 4, office of the Postmaster General. Division of Rural Mails: Three clerks in charge at \$2,000 each, in lieu of three clerks, class 4, office of the Postmaster General.

These increases are necessary in order to provide adequate compensation for the character of service rendered by the employees concerned. The total annual rate of increase submitted is \$8,110.

No recommendation for increases in the salaries of employees in the engineer, electrical, mechanical, carpenter, fireman, watchman, elevator conductor, laborer, and messenger forces for the fiscal year 1920 are embraced in this statement, it being understood that the President will submit a special report on the subject of salaries for employees of those classes to Congress for its consideration.

Yours, very truly,

J. C. KOONS,
Acting Postmaster General.

OFFICE OF THE POSTMASTER GENERAL,
Washington, D. C., November 19, 1918.

HON. WILLIAM G. McADOO,
Secretary of the Treasury.

MY DEAR MR. McADOO: Referring to your letter of October 9, inviting attention to the desire of the President that no increases in statutory salaries be submitted in the annual estimates, but that recommendations for such increases be embodied in a separate letter to the Secretary of the Treasury, there is submitted herewith, for transmission to Congress, a supplemental estimate covering increases of salaries which it is recommended be made in the positions enumerated:

61 messengers (in lieu of 29 messengers and 32 assistant messengers), each.....	\$1,000
34 watchmen, each.....	1,000
10 assistant engineers (in lieu of 9), each.....	1,560
15 firemen, each.....	1,252
20 elevator conductors, each.....	1,000
2 electricians (in lieu of 2 assistant electricians), each.....	1,680
3 carpenters, each.....	1,680
1 painter.....	1,680
2 plumbers (1 in lieu of 1 assistant plumber), each.....	1,680
78 laborers, each.....	1,000

The rates of compensation enumerated above are in conformity with the recommendation of the Secretary of Labor made recently as a result of a study and comparison of salaries paid by private establishments and the Federal Government in the various positions set forth.

The positions enumerated below are not covered by the recommendation of the Secretary of Labor, with the exception of two engineers. He recommended that engineers be paid the salary of \$1,800 per annum. However, the duties of the two engineers in this department are such that it is believed that the salary of \$1,680 per annum will be adequate.

1 typewriter repairer.....	\$1,400
3 telephone switchboard operators, each.....	1,000
2 messengers in charge of mails, each.....	1,200
1 captain of the watch.....	1,400
2 engineers, each.....	1,680
2 blacksmiths or steam fitters, each.....	1,500
3 oilers, each.....	1,300
1 chief engineer.....	1,800
3 assistant electricians, each.....	1,400
2 dynamo tenders, each.....	1,300
1 head carpenter (in lieu of 1 carpenter).....	1,800
1 awning maker.....	1,680
1 foreman of laborers.....	1,200
1 assistant foreman of laborers.....	1,100
4 female laborers (in lieu of 4 laborers at \$660), each.....	800
12 female laborers (in lieu of 1 female laborer at \$540, 3 female laborers at \$500, and 8 female laborers at \$480), each.....	600

Increases in the salaries of the positions hereinbefore set forth are urgently necessary not only to enable the department to maintain an adequate force but to provide a just compensation to the employees as well.

Yours, very truly,

A. S. BURLSON,
Postmaster General.

OFFICE OF THE SUPERINTENDENT,
STATE, WAR, AND NAVY DEPARTMENT BUILDINGS,
Washington, October 17, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to submit herewith estimates for increases in salaries under the Superintendent of the State, War, and Navy Department Buildings for the fiscal year of 1920, as follows:

	Present salary.	Proposed salary.	Increase.
State, War, and Navy Department Buildings			
5 assistant engineers.....	\$1,200	\$1,400	\$1,000
1 electrical machinist.....	1,200	1,400	200
2 lieutenants of the guard.....	840	960	240
70 guards.....	720	840	8,400
1 carpenter.....	1,000	1,200	200
1 machinist.....	1,000	1,200	200
1 painter.....	1,000	1,200	200
1 plumber.....	1,000	1,200	200
3 dynamo tenders.....	900	1,200	900
9 skilled laborers.....	840	1,000	1,440
1 foreman of laborers.....	840	1,000	160
7 firemen.....	720	900	1,680
9 firemen.....	720	900	1,620
3 second-class firemen.....	660	840	540
25 laborers.....	660	720	1,500
4 forewomen of charwomen.....	300	300	240
1 gardener.....	720	1,000	280
Total.....			19,000
State Department Annex, 1 laborer.....	660	720	60
Navy Department Annex (New York Avenue, between Seventeenth and Eighteenth Streets):			
1 chief engineer.....	1,200	1,400	200
6 firemen.....	720	900	1,080
7 guards.....	720	840	840
1 skilled laborer or mechanic.....	840	1,000	160
4 laborers.....	660	720	240
1 forewoman of charwomen.....	300	360	60
Total.....			2,580
Potomac Park buildings:			
205 guards.....	780	840	12,300
50 guards.....	720	840	9,600
1 foreman of laborers.....	1,000	1,400	400
6 laborers.....	660	840	1,080
77 laborers.....	660	720	4,620
8 forewomen of charwomen.....	300	360	480
Total.....			28,480
1800 Virginia Avenue NW.:			
1 assistant engineer.....	1,000	1,200	200
6 firemen.....	840	900	360
4 coal passers.....	720	840	480
1 painter.....	1,000	1,200	200
42 guards.....	780	840	2,520
10 laborers.....	660	720	600
2 forewomen of charwomen.....	300	360	120
Total.....			4,480
Mall office buildings (buildings A, B, C, D, E, and F in Henry Park, Seaton Park, and Smithsonian Grounds):			
1 chief clerk.....	1,800	2,000	200
4 assistant engineers.....	1,200	1,400	800
2 carpenters.....	1,000	1,200	400
2 electricians.....	1,200	1,400	400
3 electricians.....	1,000	1,200	600
3 switchboard operators.....	1,000	1,200	600
2 plumbers.....	1,200	1,400	400
1 steam fitter.....	1,080	1,400	320
1 machinist.....	1,200	1,400	200
7 firemen.....	840	960	840
11 firemen.....	720	900	1,980
3 lieutenants of the guard.....	1,000	1,080	240
6 sergeants of the guard.....	840	930	540
237 guards.....	780	840	14,220
155 guards.....	720	840	18,600
1 foreman of laborers.....	1,000	1,400	400
111 laborers.....	660	720	6,660
10 forewomen of charwomen.....	300	360	600
Total.....			48,000
Grand total.....			102,600

The increases requested above are submitted with the idea of securing salaries which will result in this office being able to obtain competent mechanics. Even the highest salaries authorized for mechanics in the new buildings in Potomac Park are below what such mechanics can now obtain in private employment. The salaries which are asked to be increased are lower than those provided in the above-mentioned buildings. This results in the necessity of employing incompetent help and in a constant changing of the force which makes it almost impossible to operate the building efficiently. The responsibility attached to some of the positions, such as assistant engineer, is such as to make it poor economy to employ other than the very highest class of workmen. The increases herewith submitted are in addition to any general percentage increase which Congress may provide for all employees of the Government.

Respectfully submitted.

C. S. RIDLEY,
Colonel, United States Army,
Superintendent.

OFFICE OF THE PUBLIC PRINTER,
Washington, October 29, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to submit herewith a statement for presentation to Congress of proposed increases in statutory salaries for the Government Printing Office and the office of the superintendent of documents, for the fiscal year 1920:

	Present salary.	Proposed salary.	Increase.
Office of the Public Printer:			
2 clerks, each	\$1,800	\$2,000	\$400
1 clerk	1,600	2,000	400
4 clerks, each	1,600	1,800	800
2 clerks, each	1,400	1,600	400
3 clerks, each	1,200	1,400	600
1 clerk	1,000	1,400	400
12 clerks, each	1,000	1,200	2,400
4 clerks, each	900	1,200	1,200
6 clerks, each	900	1,000	600
1 clerk	840	900	60
Total			7,260
Office of the Deputy Public Printer:			
1 clerk	1,200	1,600	400
Do	1,200	1,400	200
Total			600
Office of the superintendent of documents:			
1 clerk	1,600	2,000	400
Do	1,800	2,000	200
Do	1,400	1,800	400
2 clerks, each	1,600	1,800	400
4 clerks, each	1,400	1,600	800
3 clerks, each	1,200	1,600	1,200
10 clerks, each	1,000	1,400	4,000
5 clerks, each	1,200	1,400	1,000
13 clerks, each	840	1,200	4,680
10 clerks, each	900	1,200	3,000
1 clerk	1,000	1,200	200
11 clerks, each	840	1,000	1,760

	Present salary.	Proposed salary.	Increase.
Office of the superintendent of documents—Continued.			
1 cataloguer.....	\$1,800	\$2,000	\$200
Do.....	1,500	1,800	300
Do.....	1,200	1,600	400
Do.....	1,500	1,600	100
Do.....	1,100	1,400	300
4 cataloguers, each.....	1,000	1,400	1,600
3 cataloguers, each.....	1,200	1,400	600
4 cataloguers, each.....	900	1,200	1,200
Do.....	1,000	1,200	800
1 cashier.....	1,600	1,800	200
1 librarian.....	1,500	1,600	100
1 foreman.....	1,600	2,000	400
1 assistant foreman.....	1,200	1,600	400
Total.....			24,640
Recapitulation:			
Office of the Public Printer.....			7,260
Office of the Deputy Public Printer.....			600
Office superintendent of documents.....			24,640
Total.....			32,500

In presenting increases enumerated herewith, I am not only considering the fact that a dollar of 1914 is but 54 cents to-day, but the fact that a large number of employees of the Government Printing Office have been solicited by other departments and bureaus as well as commercial institutions, and offers made, which have been hard for them to resist, and they have only done so upon the assurance that the Public Printer would meet the situation, as he should, by recommending financial consideration of a fair and equitable character. Unless this is done, the office will undoubtedly lose the services of many trained and experienced clerks whose places it would be exceedingly difficult to fill.

There has been an enormous increase in the work of the office along clerical lines, especially since the beginning of the war; this increase has been far in excess of any increase in the number of employees engaged on that work. The work in this office is complicated, requiring judgment, initiative, and a knowledge of detail regarding printing and binding. The situation is becoming a very serious one, owing to the low salaries in effect; these salaries were fixed by Congress, in most cases years ago, and can not be changed without congressional action.

Respectfully,

CORNELIUS FORD,
Public Printer.

LIBRARY OF CONGRESS,
Washington, November 8, 1918.

SIR: In your communication of October 9, 1918, you invited attention to the desire of the President that no increases in statutory salaries should be submitted in the annual estimates, but that recommendations for such increases might be embodied in a separate letter addressed to you for transmission to the Congress for its consideration.

I have the honor, therefore, to submit the following list of positions in the Library proper, the Copyright Office, and the Card Division for which an increase in salary is earnestly recommended:

All positions (42) at \$420-\$580 (inclusive) to be increased to.....	\$600
All positions (30) at \$600 and \$720 to be increased to.....	780
All positions (74) at \$780-\$860 (inclusive) to be increased to.....	900
All positions (7) at \$900 and \$920 to be increased to.....	1,000
Certain positions (45) at \$960 to be increased to.....	1,000
Certain positions (14) at \$960 (Catalogue Division) to be increased to.....	1,200
All positions (32) at \$1,000-\$1,100 (inclusive) to be increased to.....	1,200
All positions (41) at \$1,200 to be increased to.....	1,400
All positions (19) at \$1,400 to be increased to.....	1,500
Certain positions (11) at \$1,500 to be increased to.....	1,600
Certain positions (14) at \$1,500 to be increased to.....	1,800
All positions (10) at \$1,600 to be increased to.....	1,800
Certain positions (11) at 1,800 to be increased to.....	2,000
Certain positions (4) at \$2,000 to be increased to.....	2,200
Certain positions (3) at \$2,000 to be increased to.....	2,500
A total increase of \$50,600.	

A statement giving in detail the increases recommended accompanies this communication.

The Library is facing a serious situation. Since January, 1917, it has lost heavily by resignation; and it has been found almost impossible to secure, or having secured, to hold, at the existing salaries, persons who possess the proper qualifications for the work to be done.

In lower grades, appointees continue for only a few weeks and then leave to take positions elsewhere at greatly increased compensation.

For example, there are 86 positions in the present staff, at \$660 and less, including 16 under lump-sum appropriations. Thirteen of these positions are vacant (Nov. 4, 1918) and 5 (3 in the Card Division) are filled by assistants who had entered the service by January, 1917. To fill the remaining 73 positions has taken 300 appointments in the 22 months.

There are 197 positions at salaries of \$720 to \$1,100, both inclusive, 16 of them under lump-sum appropriations. Five are vacant and 107 are filled by assistants who had entered the service by January, 1917.

To fill the remaining 84 positions has taken 103 appointments, and there have had to be many promotions of assistants whose qualifications are meager.

These positions, at \$1,100 and less (277), constitute 66 per cent of the entire staff (419).

In the 22 months, there have been 428 resignations, exclusive of the terminations of temporary engagements, and the force to-day numbers only 400.

And the character of the personnel has changed greatly.

In January, 1917, there were 245 men and 179 women in the staff. In November, 1918, there are 184 men and 216 women and 19 vacancies.

Of the 139 assistants in 1917 who had entered the service at \$660 and less, 109 had had a high-school education and 28 had attended college.

Of the 72 members of the present staff, at \$660 and less, 35 (9 of them colored) have attended high school and 3 have attended college.

Of the 93 assistants in January, 1917, who had entered the service at \$720-\$1,100, 50 had had a college education.

Of the 73 members of the present staff, at the same salaries, who have entered the service since January, 1917, 10 have had a college education.

The increases recommended are to the next higher salaries, except as noted below.

Fourteen positions, at \$960, in the Catalogue Division are recommended for increase to \$1,200. The work in this division is of a highly technical character. Of the 14 assistants, at \$960, 7 have had a college education (2, Wellesley; 1, Vassar; 1, Cornell; 1, University of Chicago, with honors; 1, University of Nebraska, and 1, University of Texas); and 10 have been in the service for more than five years, five for 10 years or over, and 1 for 15 years.

Of the 103 assistants, at \$1,200-\$1,600, 60 have had a college education (4, Johns Hopkins; 3 each, Wellesley and Cornell; 2 each, Harvard, Radcliffe, Bryn Mawr, University of Michigan, Bowdoin; 1 each, Yale, Princeton, Columbia, University of Wisconsin, University of California, Colgate, Vassar, Mount Holyoke, University of Toronto, University of Alabama, William and Mary, University of Wyoming, and Boston University; 7 received their education at foreign universities or gymnasiums and the others at the smaller American colleges.

Seventy-one of the 103 have been in the service for 10 years or more; 56 for 15 years or more; 33 for 18 years or more; and 19 for 20 years or more, 1 of them for 47 years, and another for 30 years.

Fifteen positions, at \$1,500, are recommended for increase to \$1,800. These are assistants in charge of small divisions, or else chief assistants who administer divisions whenever the chiefs are absent either physically or when engaged upon important work that requires undivided attention.

Of these 14 assistants, 2 only have been in the service for less than 12 years. The training and experience of these two are as follows:

GREEN, MARTHA FLORENCE.

University of Chicago, School of Commerce and Administration, Ph. B.

Secretary to dean of School of Commerce and Administration; assistant to the examiner, University of Chicago.

Specialized in economics, sociology, and political science.

Stenographer and typist.

Languages: French, German.

Present position: Chief assistant, Documents Division.

SCHAPIRO, ISRAEL.

Talmudical School, High School, Russia.

University of Berlin.

University of Strassburg, Ph. D.

Professor of Talmud, Hebrew literature and history at the Jewish Teachers' Seminary of Jerusalem.

Languages: Semitic languages, Russian, German, French, and Yiddish.

Present position: Chief assistant, Semitic Division.

Of the other 12, 6 have been in the service for 20 years, 1 for 18 years, 2 for 17 years, 1 for 15 years, 1 for 13 years, and 1 for 12 years.

One of these recommended for the increase is Mr. Lawrence Washington, in charge of the House reading room.

The expressions used in the discussion concerning Mr. Washington, in the House last spring, confirmed my impression that the service rendered by him to Members of the House was to their entire satisfaction. I have recommended that the salary attached to his position shall be increased to the same extent as the salaries of the other assistants in charge and of the chief assistants; but his service is of such a personal character, it may be that Congress will care to provide a higher compensation while he continues in charge of the room. Such action would be welcomed by me.

Of the 8 positions at \$1,600 recommended for increase to \$1,800, and of the 11 at \$1,800 recommended for increase to \$2,000, 11 (7 at \$1,600 and 4 at \$1,800) are in the Copyright Office. Of these, certain are chiefs of division. The others perform clerical work of a very high grade.

Of the members of the staff in the library proper at \$1,800, one is the secretary of the library, from whose office issues the extensive correspondence of the library in response to requests for information and in connection with administration; and two are the chief assistants in the reading room, Mr. John G. Morrison and Mr. Hugh A. Morrison, who have served 36 years and 28 years, respectively, with the library. The character of their service is well known to members of the committee.

I note the training and experience of the four assistants at \$1,800 in the Catalogue Division:

Gilkey, Malina A.: Wellesley College, 1876-1878, 1881-82. Catalogue department, Boston Public Library, 1889. In charge classification, Boston Athenaeum, 1891-1893. Cataloguer and classifier, St. Louis Mercantile Library, 1893-1895. In charge Washington City Free Library, 1895-1898. Languages: French, German; cataloguing knowledge of Greek, Latin, Italian, and Spanish. Present position: Supervisor, Catalogue Division.

Koenig, Walther F.: University of Leipzig, Germany, 1880-1883. University of Pennsylvania, 1890-91, Ph. D. Assistant to librarian, University of Pennsylvania, 1890-1900. Languages: German, French, Latin, Greek; good working knowledge of Italian, Spanish, Portuguese, Dutch; reading knowledge of modern Greek; cataloguing knowledge of Danish, Swedish, Norwegian; slight knowledge of Russian, Polish, Bohemian, Serbo-Croatian, Roumanian. Present position: Reviser and classifier, Catalogue Division.

Schmidt, Alfred F. W.: Mount Angel College, Oregon, A. B.; A. M. Stanford University, A. B. Cataloguer, classifier, and instructor, Stanford University. Professor of German and librarian, George Washington University. Languages: German; reading knowledge of Greek, Latin, French, Dutch, Old High German, Old Saxon, Middle High German, Gothic, Old Norse, Anglo-Saxon, Middle English; slight knowledge of Sanskrit, Swedish, Italian, Spanish, and Danish. Present position: Chief assistant classifier, Classification Division.

Waters, Willard O.: Benzonia (Mich.) Academy and College, A. B. University of Illinois, Library School, B. L. S. Library of University

of Illinois. Languages: Latin, Greek, German; reading knowledge of French and Spanish. Present position: Revising cataloguer in charge of American History, Catalogue Division.

Increases are recommended for three chiefs of division in the Library proper. These, from \$2,000 to \$2,500 each, will still leave a discrepancy as between the three divisions (Classification, Periodical, and Prints), and the others in the library proper where the standard salary for the chief is \$3,000. The present discrepancy is extremely unjust and unwarranted by the difference in the qualifications required and the responsibility attached. The requirements themselves are suggested by the training and experience of the present incumbents, as follows:

Classifications—Perley, Clarence W.: Massachusetts Institute of Technology, 1884–1887 and 1894–1896, B. S., 1896 (biology). Assistant, department of biology, Massachusetts Institute of Technology, 1897–98. Amherst Library School, 1898. Assistant in charge engineering library, Massachusetts Institute of Technology, 1898–1900. Classifier, John Crerar Library, Chicago, 1900–1902. Classifier, Library of Congress, 1902–3. Classifier, John Crerar Library, 1903–1905. Languages: German, French; working knowledge of Italian, Spanish, Latin; cataloguing knowledge of Dutch, Portuguese, Hungarian, Roumanian, and Scandinavian. Present position: Chief classifier.

Periodicals—Slade, Wilham Adams: Brown University, Ph. B. Librarian, National Monetary Commission. Librarian, Finance Committee, United States Senate. Languages: Reading knowledge of French; working knowledge of German, Spanish, and Italian. Present position: Chief, Periodical Division.

Prints—Rice, Richard A.: Yale University, B. A. Yale Divinity School. University of Berlin and other foreign universities and technical schools. Williams College, M. A. University of Vermont: Professor of modern languages and literatures and of history, 1875–1881. Williams College: Professor of modern languages and literatures, 1881–1890; of history, 1890–1904; of history of art and civilization, 1904–1911. Languages: French, German, Italian. Present position: Chief of Prints Division.

Four chiefs of division (including the chief clerk) in the Copyright Office, at \$2,000, are recommended for increase to \$2,200.

In submitting these recommendations, may I point out that a provision permitting the library staff to share in a fixed general increase for all Government employees, such as was granted last year, greatly as it would be appreciated for the individuals affected, would not relieve the present embarrassment.

The salaries paid a large part of the library staff to-day are not living salaries; and until they equal those paid elsewhere, especially until they shall be equalized with those paid in other Government establishments, the library will find itself seriously crippled at the very times, as at present, when it is called upon to render service of a character that requires the highest efficiency.

Respectfully submitted.

HERBERT PUTNAM,
Librarian.

The SECRETARY OF THE TREASURY.

	Present salary.	Proposed salary.	Increase.
General administration:			
Librarian's secretary.....	\$1,800	\$2,000	\$200
1 clerk.....	1,200	1,400	200
2 clerks, at \$1,000 each.....	1,000	1,200	400
1 clerk, stenographer and typewriter.....	1,200	1,400	200
Do.....	900	1,000	100
1 messenger.....	840	900	60
1 messenger to chief assistant librarian.....	600	780	180
1 junior messenger.....	420	600	180
Operator of photographic copying machine.....	600	780	180
Mail and delivery:			
1 assistant in charge.....	1,600	1,800	200
Assistant chief.....	1,200	1,400	200
1 assistant.....	960	1,000	40
Do.....	780	900	120
Do.....	600	780	180
1 junior messenger.....	420	600	180
Order and accession:			
1 assistant.....	1,500	1,800	300
Do.....	1,200	1,400	200
3 assistants, at \$960 each.....	960	1,000	120
2 assistants, at \$840 each.....	840	900	120
2 assistants, at \$600 each.....	600	780	360
1 assistant.....	580	600	20
2 junior messengers, at \$420 each.....	420	600	360
Catalogue, classification, and shelf:			
Chief classifier.....	2,000	2,500	500
4 assistants, at \$1,800 each.....	1,800	2,000	800
7 assistants, at \$1,500 each.....	1,500	1,600	700
6 assistants, at \$1,400 each.....	1,400	1,500	600
12 assistants, at \$1,200 each.....	1,200	1,400	2,400
6 assistants, at \$1,000 each.....	1,000	1,200	1,200
14 assistants, at \$960 each.....	960	1,200	3,360
4 assistants, at \$920 each.....	920	1,000	320
13 assistants, at \$840 each.....	840	900	780
13 assistants, at \$600 each.....	600	780	2,340
4 assistants, at \$540 each.....	540	600	240
6 junior messengers, at \$420 each.....	420	600	1,080
Binding:			
1 assistant in charge.....	1,500	1,800	300
1 assistant, at.....	960	1,000	40
1 junior messenger.....	420	600	180
Bibliography:			
1 assistant.....	1,500	1,800	300
2 assistants, at \$960 each.....	960	1,000	80
1 assistant.....	840	900	60
1 stenographer and typewriter.....	960	1,000	40
1 junior messenger.....	420	600	180
Reading rooms (including evening service) and special collections:			
2 assistants, at \$1,800 each.....	1,800	2,000	400
3 assistants, at \$1,200 each (including room for the blind).....	1,200	1,400	1,400
3 assistants, at \$1,000 each.....	1,000	1,200	600
2 assistants at charging desk, at \$1,080 each.....	1,080	1,200	240
5 assistants, at \$960 each (including 1 for Toner Library and 1 for Washington Library).....	960	1,000	200
1 assistant in room for the blind.....	900	1,000	100
27 assistants, at \$840 each.....	840	900	1,620
6 assistants, at \$600 each.....	600	780	1,080
1 stenographer and typewriter.....	960	1,000	40
1 attendant, Senate reading room.....	960	1,000	40
1 attendant, Representatives' reading room.....	960	1,000	40
Do.....	840	900	60
2 attendants in cloakroom, at \$780 each.....	780	900	240
2 attendants for gallery and alcoves, at \$540 each.....	540	600	120
Telephone operator.....	720	780	60
4 junior messengers, at \$420 each.....	420	600	720
2 watchmen, at \$780 each.....	780	900	240
Periodical (including evening service):			
Chief of division.....	2,000	2,500	500
Assistant chief.....	1,500	1,800	300
2 assistants, at \$960 each.....	960	1,000	80
5 assistants, at \$840 each.....	840	900	300
Stenographer and typewriter.....	960	1,000	40
2 junior messengers, at \$420 each.....	420	600	360
Documents:			
1 assistant.....	1,500	1,800	300
Do.....	840	900	60
Stenographer and typewriter.....	960	1,000	40
1 junior messenger.....	420	600	180
Manuscript:			
Assistant chief.....	1,500	1,800	300
1 assistant.....	960	1,000	40
1 junior messenger.....	420	600	180
Maps and charts:			
1 assistant.....	1,500	1,800	300
2 assistants, at \$960 each.....	960	1,000	80
1 assistant.....	840	900	60
1 junior messenger.....	420	600	180

	Present salary.	Proposed salary.	Increase.
Music:			
1 assistant	\$1,500	\$1,800	\$300
Do	1,000	1,200	200
2 assistants, at \$840 each	840	900	120
1 junior messenger	420	600	180
Prints:			
Chief of division	2,000	2,500	500
1 assistant	1,500	1,800	300
2 assistants, at \$960 each	960	1,000	80
1 junior messenger	420	600	180
Smithsonian deposit:			
Custodian	1,500	1,800	300
1 assistant	1,500	1,800	300
Do	840	900	60
1 junior messenger	420	600	180
Congressional Reference Library:			
Custodian	1,500	1,800	300
1 assistant	1,200	1,400	200
Do	960	1,000	40
Do	840	900	60
2 junior messengers, at \$420 each	420	600	360
Law Library:			
2 assistants, at \$1,400 each	1,400	1,500	200
1 assistant	960	1,000	40
Do	600	780	180
1 assistant (evening service)	1,500	1,600	100
1 assistant	540	600	60
Semitic and Oriental Literature:			
1 assistant	1,500	1,800	300
Do	900	1,000	100
1 junior messenger	420	600	180
Copyright Office:			
4 clerks, at \$2,000 each	2,000	2,200	800
4 clerks, at \$1,800 each	1,800	2,000	800
7 clerks, at \$1,600 each	1,600	1,800	1,400
1 clerk, at \$1,500	1,500	1,600	100
8 clerks, at \$1,400 each	1,400	1,500	800
10 clerks, at \$1,200 each	1,200	1,400	2,000
10 clerks, at \$1,000 each	1,000	1,200	2,000
18 clerks, at \$960 each	960	1,000	720
2 clerks, at \$860 each	860	900	80
10 clerks, at \$780 each	780	900	1,200
4 clerks, at \$600 each	600	780	720
2 clerks, at \$480 each	480	600	240
4 junior messengers, at \$420 each	420	600	720
Arrears, special service—			
3 clerks, at \$1,200 each	1,200	1,400	600
1 porter	780	900	120
1 junior messenger	420	600	180
Distribution of card indexes:			
2 assistants, at \$1,600 each	1,600	1,800	400
1 assistant	1,500	1,800	300
2 assistants, at \$1,500 each	1,500	1,600	200
3 assistants, at \$1,400 each	1,400	1,500	300
4 assistants, at \$1,200 each	1,200	1,400	800
4 assistants, at \$1,100 each	1,100	1,200	400
4 assistants, at \$1,000 each	1,000	1,200	800

BUILDING AND GROUNDS, LIBRARY OF CONGRESS,
OFFICE OF THE SUPERINTENDENT,
Washington, D. C., October 31, 1918.

The SECRETARY OF THE TREASURY.

SIR: In accordance with your circular letter of October 9, 1918, in connection with the annual estimates for the fiscal year 1920, I have the honor to submit herewith recommendations for certain increases in statutory salaries in this office, together with a few changes in designations in the mechanical section.

The increases are asked as base salaries irrespective of probable general temporary increases due to present abnormal conditions. Together with such temporary general increase as likely to be continued another year, the proposed scale of salaries is none too high to maintain an efficient organization here during the next fiscal year.

It is also believed to be the minimum scale at which properly qualified employees can be obtained or retained in normal times hereafter.

The scale proposed in every detail is not greater than at present obtaining for similar services in most of the executive departments and is still lower than some.

In the mechanical positions the salaries thus far paid, even with the temporary increase provided, are still so far below the scale obtaining outside the Government service that the supposed more favorable working conditions in the Government service do not have the same force as formerly.

The proposed scale would furthermore serve to advance some most deserving employees who have remained here solely through loyalty.

The few changes in designation noted are recommended because the present designations in these cases do not at all indicate the special duties and the qualifications required. With these changes in designation it is hoped that at least some applications of properly qualified men for appointment may be received. For a long time no such applications have been filed, and it is now practically impossible to fill vacancies with qualified employees in these particular positions.

Respectfully,

F. L. AVERILL,
Superintendent Library Building and Grounds.

Table showing present statutory designations and compensation and recommended reclassifications and salary increases for Building and Grounds, Library of Congress.

CARE AND MAINTENANCE (SALARIES)—Continued.

Estimate submitted for fiscal year 1920.			Recommended designations and salaries for fiscal year 1920.			Remarks.
Designation.	Rate per annum.	Amount required.	Designation.	Rate per annum.	Amount required.	
Superintendent.....	\$3,600.00	\$3,600.00	Superintendent....	\$4,000.00	\$4,000.00	Increase of \$400 submitted.
1 clerk.....	2,000.00	2,000.00	1 clerk.....	2,400.00	2,400.00	Do.
Do.....	1,600.00	1,600.00	Do.....	1,800.00	1,800.00	Increase of \$200 submitted.
Do.....	1,400.00	1,400.00	Do.....	1,600.00	1,600.00	Do.
Do.....	1,000.00	1,000.00	Do.....	1,200.00	1,200.00	Do.
1 property clerk.....	900.00	900.00	1 property clerk....	1,000.00	1,000.00	Increase of \$100 submitted.
1 messenger.....	840.00	840.00	1 messenger.....	840.00	840.00	No change.
1 assistant messenger.	720.00	720.00	1 assistant messenger.	720.00	720.00	Do.
2 telephone switchboard operators.	720.00	1,440.00	2 telephone switchboard operators.	720.00	1,440.00	Do.
1 chief engineer.....	1,500.00	1,500.00	1 chief engineer....	1,800.00	1,800.00	Increase of \$300 submitted.
1 assistant engineer..	1,200.00	1,200.00	1 assistant engineer	1,500.00	1,500.00	Do.
1 electrician.....	1,500.00	1,500.00	1 electrician.....	1,600.00	1,600.00	Increase of \$100 submitted.
3 assistant engineers.	900.00	2,700.00	1 assistant engineer	1,200.00	1,200.00	Increase of \$300 submitted.
			2 dynamo operators.	1,200.00	2,400.00	In lieu of 2 assistant engineers, and increase of \$300 each submitted.
1 machinist.....	1,000.00	1,000.00	1 machinist.....	1,200.00	1,200.00	Increase of \$200 submitted.
Do.....	900.00	900.00	Do.....	1,100.00	1,100.00	Do.
2 carpenters.....	900.00	1,800.00	1 carpenter.....	1,200.00	1,200.00	Increase of \$300 submitted.
			Do.....	1,000.00	1,000.00	Increase of \$100 submitted.
1 plumber.....	900.00	900.00	1 plumber.....	1,200.00	1,200.00	Increase of \$300 submitted.
1 painter.....	900.00	900.00	1 painter.....	1,200.00	1,200.00	Do.
3 elevator conductors.	720.00	2,160.00	3 elevator conductors.	780.00	2,340.00	Increase of \$60 each submitted.

Table showing present statutory designations and compensation and recommended reclassifications and salary increases for Building and Grounds, Library of Congress—Con.

CARE AND MAINTENANCE (SALARIES)—Continued.

Estimate submitted for fiscal year 1920.			Recommended designations and salaries for fiscal year 1920.			Remarks.
Designation.	Rate per annum.	Amount required.	Designation.	Rate per annum.	Amount required.	
10 skilled laborers....	720.00	7,200.00	2 assistant dynamo operators.	\$900.00	\$1,800.00	In lieu of 2 skilled laborers, and increase of \$180 each submitted.
			2 electrician's helpers.	900.00	1,800.00	Do.
			6 skilled laborers..	780.00	4,680.00	Increase of \$60 each submitted.
			1 assistant electrician.	1,200.00	1,200.00	In lieu of 1 wireman, and increase of \$300 submitted.
2 wiremen.....	900.00	1,800.00	1 wireman.....	1,200.00	1,200.00	Increase of \$300 submitted.
1 captain of watch...	1,400.00	1,400.00	1 captain of watch.	1,400.00	1,400.00	No change.
lieutenant of watch (submitted).	1,200.00	1,200.00	1 lieutenant of watch (submitted).	1,200.00	1,200.00	New position.
1 lieutenant of watch.	1,000.00	1,000.00	1 lieutenant of watch.	1,000.00	1,000.00	No change.
19 watchmen.....	900.00	17,100.00	19 watchmen.....	900.00	17,100.00	Do.
2 attendants, ladies' room.	480.00	960.00	2 attendants, ladies' room.	540.00	1,080.00	Increase of \$60 each submitted.
4 check boys.....	360.00	1,440.00	4 check boys.....	420.00	1,680.00	Do.
1 mistress of charwomen.	425.00	425.00	1 mistress of charwomen.	480.00	480.00	Increase of \$55 submitted.
1 assistant mistress of charwomen.	300.00	300.00	1 assistant mistress of charwomen.	360.00	360.00	Increase of \$60 submitted.
58 charwomen.....	240.00	13,920.00	58 charwomen.....	300.00	17,400.00	Increase of \$60 each submitted.
1 foreman of laborers.	900.00	900.00	1 foreman of laborers.	1,200.00	1,200.00	Increase of \$300 submitted.
16 laborers.....	660.00	10,560.00	16 laborers.....	660.00	10,560.00	No change.
Total number of employees, 142.		86,265.00	Total number of employees, 142.		96,880.00	Total amount of increases recommended, \$10,615.00

OFFICE OF SUPERINTENDENT, U. S. BOTANIC GARDEN,
Washington, October 12, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to submit herewith certain recommendations for increases in salaries for the statutory employees of the Botanic Garden for the fiscal year ending June 30, 1920, as follows:

	Present salary.	Increase.		Present salary.	Increase.
Superintendent.....	\$2,250	\$750	4 gardeners, each.....	\$900	\$600
Assistant superintendent....	1,300	500	Outside foreman.....	780	720
Clerk.....	1,000	600	2 shipping clerks, each.....	720	480
Greenhouse foreman.....	1,080	520	2 clerks, each.....	900	300
Head gardener.....	1,020	480	Carpenter.....	1,170	420
Gardener in charge of greenhouses.....	960	540	Total increases.....		8,500

There are several good reasons why these increases should be allowed. These employees have been in the service for periods ranging from 4 to 25 years or more, during which time they have received but one or two minor increases. They are all trusted and experienced men in their particular lines, and it would be impossible to replace them, especially at this time. When you compare the

pay of the above men with that of the average laborer it will be seen that they now receive very little more. We are now paying \$2.40 per diem for skilled laborers and laborers. This is an increase of 40 cents per day allowed by the legislative act of July 3, 1918. We have estimated for \$3 per day for the skilled laborers and laborers for the fiscal year 1920. If the statutory increases asked for are not granted, the pay of the skilled laborers and laborers will be in excess of the more important employees listed above.

Very respectfully yours,

GEO. W. HESS,
Superintendent.

U. S. CIVIL SERVICE COMMISSION,
Washington, D. C., October 14, 1918.

THE SECRETARY OF THE TREASURY.

SIR: The commission has the honor to inclose, for transmission to Congress, its annual estimates for the fiscal year ending June 30, 1920. In accordance with your letter of October 9, 1918, these estimates include only increases in the statutory force and in lump-sum appropriations, other increases on existing positions being embodied in this letter, as follows:

No.	Designation.	Proposed salary.	Unit increase.	Total increase.
OFFICE FORCE.				
3	Commissioners.....	\$7,500	{ (1) \$3,000 (2) 3,500 }	\$10,000
1	Chief examiner.....	4,000	500	500
1	Secretary.....	3,500	1,000	1,000
1	Assistant chief examiner.....	2,500	250	250
1	Chief of division.....	2,400	400	400
34	Clerks, each, in lieu of 34 at \$1,000 each.....	1,200	(34) 200	6,800
22	Minor clerks, each, in lieu of 22 clerks at \$900.....	1,000	(22) 100	2,200
1	Messenger.....	900	60	60
1	Assistant messenger.....	900	180	180
1	Skilled laborer.....	900	180	180
1	Telephone-switchboard operator.....	900	180	180
Custodian force:				
1	Engineer.....	900	60	60
1	General mechanic.....	900	60	60
2	Firemen.....	900	180	360
2	Watchmen.....	900	180	360
2	Elevator conductors.....	900	180	360
3	Laborers.....	900	240	720
Office force, increase on existing positions.....				23,670
FIELD FORCE.				
4	District secretaries.....	3,000	{ (2) 600 (1) 800 }	3,000
8	.....do.....	2,800	{ (1) 1,000 (3) 800 }	7,400
7	Clerks, each, in lieu of 7 at \$1,000 each.....	1,200	{ (5) 1,000 (7) 200 }	1,400
11	Minor clerks, each, in lieu of— 6, at \$900 each..... 5, at \$840 each.....	1,000	{ (6) 100 (5) 160 }	1,400
Field force, increase on existing positions.....				13,200
Total, office and field, increase on existing positions.....				36,870
As the increases recommended above in subclerical and custodian positions, office force, if granted, should also apply to additional like positions included in estimates at present salaries, the following should be added to the above:				
4	Skilled laborers.....	900	180	720
1	Telephone-switchboard operator.....	900	180	180
1	Elevator conductor.....	900	180	180
Total increase recommended in addition to estimates.....				37,950

The above increases of salaries for clerical, subclerical, and custodian positions are in accordance with recommendations resulting from the conference of chief clerks, held to consider the equalizing of entrance salaries for the clerical and minor clerical grades and to provide for a minimum for all subclerical and custodian positions above the grade of messenger boy and charwoman.

By direction of the commission:

Very respectfully,

JOHN A. McILHENNY,
President.

U. S. EMPLOYEES' COMPENSATION COMMISSION,
Washington, October 15, 1918.

The SECRETARY OF THE TREASURY.

SIR: The commission desires to have submitted to Congress its recommendation for the following increase in the salary of a statutory position:

Chief claim examiner: Present salary, \$2,250 per annum; proposed salary, \$2,700 per annum; increase, \$450.

The function of this position is regarded by the commission as most important and the present incumbent is a very efficient man. When the statutory salary for this position was established, it was considered commensurate with the responsibility of the position, but, at present, having especially in mind the fact that the work of the commission has increased 45 per cent over last year, the commission desires that this salary be raised to \$2,700 per annum, beginning July 1, 1919.

Very respectfully,

MRS. FRANCES C. AXTELL,
CHAS. H. VERRILL,
Commissioners.

COMMISSIONERS OF THE DISTRICT OF COLUMBIA,
Washington, October 21, 1918.

The SECRETARY OF THE TREASURY,
Washington, D. C.

SIR: The Commissioners of the District of Columbia have the honor to submit below, for transmission to the Congress, increases in statutory salaries of employees of the District government, to be considered in connection with the commissioners' estimates of appropriations to provide for the expenses of the government of the District of Columbia for the fiscal year 1920:

	Present salary.	Proposed salary.	Increase.
Executive office:			
3 assistant secretaries, to commissioners.....	\$1,600	\$1,800	\$200
3 clerks.....	1,400	1,500	100
Clerk.....	1,200	1,400	200
2 clerks.....	720	840	120
2 messengers.....	600	720	120
Stenographer and typewriter.....	1,200	1,400	200
Total.....			1,780
Veterinary division—Veterinary surgeon.....	1,200	1,800	600

	Present salary.	Proposed salary.	Increase.
Purchasing Division:			
Purchasing officer.....	\$3,000	\$4,000	\$1,000
Deputy purchasing officer.....	1,800	2,500	700
Computer.....	1,440	1,600	160
Chief bookkeeper (change of title from "clerk").....	1,500	1,800	300
Clerk.....	1,500	1,800	300
4 clerks.....	1,200	1,500	300
Clerk.....	1,200	1,400	200
Do.....	1,200	1,300	100
3 clerks.....	900	1,200	300
7 clerks.....	840	1,000	160
Clerk (change of title from assistant inspector of fuel).....	1,100	1,200	100
Storekeeper.....	1,200	1,500	300
Messenger.....	600	840	240
Driver.....	600	900	300
Inspector of materials.....	1,400	1,600	200
2 inspectors.....	900	1,200	300
2 clerks (change of title from laborers).....	600	1,000	400
2 property yard keepers.....	1,000	1,200	200
Total.....			8,920
Building Inspection Division:			
Inspector of buildings.....	3,000	3,500	500
Principal assistant inspector of buildings.....	2,000	2,500	500
Assistant inspector of buildings.....	1,500	1,800	300
Do.....	1,400	1,500	100
6 assistant inspectors of buildings.....	1,200	1,400	200
Fire-escape inspector.....	1,400	1,600	200
Civil engineer or computer.....	2,000	2,100	100
Do.....	1,500	1,800	300
Chief clerk.....	1,800	2,000	200
Clerk.....	1,050	1,200	150
Clerk (who shall be a stenographer and typewriter).....	1,000	1,200	200
Clerk.....	900	1,000	100
Messenger.....	600	900	300
Assistant inspector.....	1,500	1,800	300
Total.....			4,450
Plumbing inspection division:			
Inspector of plumbing.....	2,000	2,500	500
Principal assistant inspector of plumbing.....	1,550	2,000	450
Assistant inspector of plumbing.....	1,200	1,800	600
5 inspectors of plumbing.....	1,200	1,500	300
Clerk.....	1,200	1,500	300
Do.....	1,200	1,400	200
Do.....	900	1,200	300
Draftsman.....	1,350	1,800	450
Sewer tapper.....	1,000	1,500	500
Total.....			4,800
Care of District Building:			
Chief engineer.....	1,600	1,800	200
3 assistant engineers.....	1,000	1,300	300
2 dynamo tenders.....	875	1,200	325
4 firemen.....	840	1,000	160
3 coal passers.....	600	900	300
Electrician's helper.....	840	1,200	360
8 elevator conductors.....	600	720	120
2 laborers.....	660	720	60
Do.....	500	600	100
2 chief cleaners.....	500	600	100
Chief watchman.....	1,000	1,400	400
Assistant chief watchman.....	660	1,000	340
8 watchmen.....	600	840	240
Pneumatic-tube operator and mail clerk.....	600	1,000	400
Total.....			8,190
Assessor's office:			
Assessor.....	3,500	4,500	1,000
3 assistant assessors.....	3,000	3,500	500
Assistant assessor.....	2,000	2,250	250
5 field men.....	2,000	2,250	250
Record clerk.....	1,800	1,900	100
2 record clerks.....	1,500	1,600	100
Record clerk.....	1,200	1,400	200
3 clerks.....	1,400	1,500	100
Clerk.....	1,200	1,300	100
4 clerks.....	1,000	1,200	200
Clerk.....	900	1,000	100
Do.....	720	900	180

	Present salary.	Proposed salary.	Increase.
Assessor's office—Continued.			
Draftsman.....	\$1,600	\$1,800	\$200
2 draftsmen.....	1,200	1,500	300
Assistant or clerk.....	900	1,000	100
Messenger.....	600	840	240
Clerk to board of assistant assessors.....	1,500	1,600	100
Vault clerk.....	900	1,000	100
Messenger and driver.....	600	900	300
Total.....			7,620
Special assessment office:			
Special assessment clerk.....	2,000	2,100	100
3 clerks.....	1,200	1,300	100
Clerk.....	900	1,000	100
Do.....	750	900	150
Total.....			650
Personal tax board:			
3 assistant assessors of personal taxes.....	3,000	3,500	500
Appraiser of personal property.....	1,800	2,000	200
Clerk.....	1,400	1,500	100
Assistant clerk.....	1,000	1,200	200
2 inspectors.....	1,200	1,300	100
5 inspectors of intangible personal property.....	1,200	1,300	100
Total.....			2,700
License division:			
Superintendent of licenses.....	2,000	2,500	500
2 clerks.....	1,200	1,300	100
Clerk.....	1,000	1,200	200
Do.....	900	1,000	100
Inspector of licenses.....	1,200	1,400	200
Assistant inspector of licenses.....	1,000	1,200	200
Messenger.....	600	840	240
Total.....			1,640
Collector's office:			
Collector of taxes.....	4,000	4,500	500
Deputy collector.....	2,000	2,500	500
Chief clerk, arrears division.....	2,000	2,200	200
Cashier.....	1,800	2,000	200
Assistant cashier.....	1,500	1,800	300
Bookkeeper.....	1,600	1,700	100
3 bailiffs.....	1,200	1,400	200
3 clerks.....	1,400	1,500	100
11 clerks.....	1,200	1,300	100
4 clerks.....	1,000	1,200	200
5 clerks.....	900	1,000	100
Clerk.....	720	840	120
Clerk and bank messenger.....	1,200	1,300	100
2 messengers.....	600	840	240
Total.....			5,800
Auditor's office:			
Auditor.....	4,000	6,000	2,000
Chief clerk.....	2,250	2,500	250
Bookkeeper.....	1,800	2,000	200
Accountant.....	1,500	1,600	100
2 clerks.....	1,000	1,800	200
Clerk.....	1,350	1,400	50
3 clerks.....	1,200	1,400	200
7 clerks.....	1,000	1,200	200
Clerk.....	936	1,200	264
2 clerks.....	900	1,000	100
Do.....	720	1,000	280
Messenger.....	600	840	240
Property survey officer.....	1,800	2,000	200
Disbursing office:			
Disbursing officer.....	3,000	4,000	1,000
Deputy disbursing officer.....	1,600	2,500	900
Clerk.....	1,200	1,500	300
Do.....	1,200	1,440	240
2 clerks.....	1,000	1,200	200
Clerk.....	900	1,100	200
Messenger.....	600	840	240
Total.....			9,744

	Present salary.	Proposed salary.	Increase.
Office of corporation counsel:			
Corporation counsel.....	\$4,500	\$5,000	\$500
First assistant.....	2,500	3,600	1,100
Second assistant.....	2,500	3,000	500
Third assistant.....	2,000	2,500	500
Fourth assistant.....	1,800	2,000	200
Fifth assistant.....	1,500	1,800	300
Sixth assistant.....	1,500	1,600	100
Clerk and stenographer.....	1,400	1,500	100
Stenographer and typewriter.....	1,200	1,300	100
2 stenographers.....	900	1,200	300
Clerk.....	720	1,000	280
Total.....			4,280
Coroner's office:			
Coroner.....	1,800	2,500	700
Morgue master.....	840	1,200	360
Assistant morgue master and janitor.....	600	900	300
Hostler and janitor.....	480	840	360
Total.....			1,720
Office of superintendent of weights, measures, and markets:			
Superintendent.....	2,500	3,000	500
Chief inspector.....	1,500	1,800	300
5 inspectors.....	1,200	1,400	200
Clerk.....	1,200	1,400	200
2 market masters.....	900	1,200	300
Assistant market master.....	600	900	300
2 assistant market masters.....	780	900	120
Assistant market master.....	600	840	240
Watchman.....	600	840	240
5 laborers.....	600	720	120
Do.....	480	600	120
Total.....			4,820
Engineer commissioner's office:			
Engineer of highways.....	3,000	4,000	1,000
Engineer of bridges.....	2,500	3,000	500
Superintendent of suburban roads.....	2,250	2,500	250
Sanitary engineer.....	3,300	4,000	700
Inspector of asphalts and cements.....	2,400	2,750	350
Assistant inspector of asphalts and cements.....	1,500	1,800	300
Superintendent of trees and parkings.....	2,000	2,500	500
Assistant superintendent of trees and parkings.....	1,350	1,800	450
2 assistant engineers.....	2,200	2,500	300
4 assistant engineers.....	1,800	2,100	300
2 assistant engineers.....	1,600	1,800	200
Do.....	1,500	1,800	300
Do.....	1,350	1,500	150
Assistant engineer.....	1,200	1,500	300
3 transitmen.....	1,200	1,350	150
Transitman.....	1,050	1,200	150
2 rodmen.....	900	1,200	300
4 rodmen.....	900	1,050	150
2 rodmen.....	900	1,000	100
4 rodmen.....	780	1,000	220
6 chainmen.....	720	900	180
Do.....	650	900	250
Draftsman.....	1,500	1,800	300
Do.....	1,200	1,800	600
Do.....	1,200	1,350	150
Do.....	1,050	1,300	250
General inspector of sewers.....	1,300	1,500	200
Inspector of sewers.....	1,200	1,400	200
Bridge inspector.....	1,200	1,400	200
Inspector.....	1,500	1,800	300
5 inspectors, including 2 inspectors of streets.....	1,200	1,400	200
Inspector.....	1,000	1,400	400
Do.....	900	1,200	300
8 foremen.....	1,200	1,500	300
2 foremen.....	1,200	1,400	200
Do.....	1,200	1,300	100
Foreman.....	1,050	1,300	250
6 foremen.....	900	1,200	300
4 foremen.....	900	1,300	400
3 foremen (change of title from subforemen).....	1,050	1,500	450
Bridge keeper.....	650	900	250
3 bridge keepers.....	600	840	240
Chief clerk.....	2,250	2,500	250
Permit clerk.....	1,500	1,800	300
Assistant permit clerk.....	1,000	1,200	200
Clerk.....	1,800	1,900	100

	Present salary.	Proposed salary.	Increase.
Engineer commissioner's office—Continued.			
2 clerks.....	\$1.500	\$1.800	\$300
Clerk.....	1.400	1.500	100
Do.....	1.350	1.600	250
2 clerks.....	1.200	1.500	300
Do.....	1.200	1.350	150
Do.....	1.000	1.200	200
Clerk.....	900	1.200	300
2 clerks.....	840	1.200	360
Clerk.....	720	1.000	280
Do.....	600	1.000	400
7 messengers.....	600	840	240
Skilled laborer.....	625	900	275
Janitor.....	720	1.000	280
3 steam engineers.....	1.200	1.500	300
3 assistant steam engineers.....	1.050	1.300	250
4 oilers.....	600	1.020	420
2 oilers.....	600	900	300
6 firemen.....	875	1.200	325
Inspector.....	1.400	1.500	100
Storekeeper.....	900	1.200	300
Blacksmith.....	975	1.200	225
2 watchmen.....	630	900	270
2 drivers.....	630	900	270
Total.....			40,400
Central garage:			
2 mechanics and drivers.....	1,000	1,400	400
Total.....			800
Office of municipal architect:			
Municipal architect.....	3,600	4,000	400
Engineering assistant.....	2,400	2,500	100
Chief draftsman.....	1,800	2,000	200
Draftsman.....	1,400	1,500	100
Do.....	1,300	1,500	200
Heating, ventilating, and sanitary engineer.....	2,000	2,400	400
Superintendent of repairs.....	1,800	2,000	200
Assistant superintendent of repairs.....	1,350	1,800	450
Boss carpenter.....	1,200	1,700	500
Boss tinner.....	1,200	1,700	500
Boss painter.....	1,200	1,700	500
Boss plumber.....	1,200	1,700	500
Boss steam fitter.....	1,200	1,700	500
Boss grader.....	1,200	1,700	500
Machinist.....	1,200	1,700	500
Clerk.....	1,200	1,500	300
Do.....	1,050	1,400	350
Do.....	1,000	1,200	200
Do.....	720	1,200	480
Copyist.....	840	1,200	360
Driver.....	600	900	300
Total.....			7,540
Street-cleaning division:			
Assistant superintendent and clerk.....	1,800	2,300	500
2 clerks.....	720	1,000	280
Chief inspector.....	1,300	1,800	500
4 inspectors.....	1,200	1,300	100
2 inspectors.....	1,100	1,300	200
Foreman of repairs.....	1,200	1,500	300
Foreman.....	1,300	1,500	200
4 foremen.....	1,200	1,500	300
2 foremen.....	1,100	1,200	100
4 foremen.....	1,100	1,300	200
2 foremen.....	1,100	1,400	300
Foreman.....	1,000	1,100	100
Foremen.....	900	1,100	200
3 assistant foremen.....	900	1,100	200
2 assistant foremen.....	720	1,100	380
Messenger and driver.....	600	900	300
Total.....			7,620
Department of insurance:			
Superintendent of insurance.....	3,500	4,000	500
Deputy and examiner.....	2,000	2,500	500
Statistician.....	1,700	2,000	300
Clerk.....	1,200	1,500	300
2 clerks.....	900	1,200	300
Stenographer.....	840	1,000	160
Total.....			2,360

	Present salary.	Proposed salary.	Increase.
Surveyor's office:			
Surveyor.....	\$3,000	\$3,500	\$500
Assistant surveyor.....	2,000	2,500	500
Clerk.....	1,225	1,500	275
Do.....	975	1,200	225
Do.....	675	1,000	325
2 assistant engineers.....	1,500	2,100	600
Assistant engineer.....	1,500	1,800	300
Computer.....	1,200	1,500	300
Record clerk.....	1,050	1,300	250
Inspector.....	1,275	1,600	325
Draftsman.....	1,225	1,500	275
Do.....	900	1,300	400
Assistant computer.....	900	1,300	400
Rodman.....	825	1,200	375
2 rodmen.....	825	1,000	175
3 chainmen.....	700	900	200
2 chainmen.....	650	900	250
Computer and transitman.....	1,200	1,500	300
Total.....			7,400
Free Public Library, including Takoma Park branch:			
Librarian.....	4,000	5,000	1,000
Assistant librarian.....	1,800	2,000	200
Children's librarian.....	1,000	1,200	200
Librarian's secretary.....	1,000	1,500	500
Takoma Park branch librarian.....	1,000	1,200	200
Assistant.....	1,000	1,140	140
Assistant in charge of periodicals.....	1,000	1,140	140
Assistant.....	900	1,080	180
7 assistants.....	840	1,020	180
7 assistants, including 1 at Takoma Park branch.....	720	960	240
6 assistants, including 1 at Takoma Park branch.....	600	900	300
Copyist.....	600	900	300
Chief, catalogue department.....	1,200	1,500	300
Classifier.....	900	1,080	180
Cataloguer.....	840	1,020	180
Do.....	720	960	240
Two cataloguers.....	600	900	300
Stenographer and typewriter.....	900	1,200	300
Do.....	720	900	180
Attendant.....	720	1,020	300
6 attendants.....	600	960	360
5 attendants.....	540	900	360
Collator.....	600	900	300
3 messengers.....	600	780	180
Messenger.....	600	780	180
10 pages.....	420	600	180
2 pages.....	420	600	180
3 janitors.....	600	720	120
Janitor.....	600	720	120
Janitor at Takoma Park branch.....	480	600	120
Engineer.....	1,200	1,500	300
Fireman.....	720	900	180
Workman.....	600	720	120
Library guard.....	720	840	120
Total.....			18,340
Highway bridge across Potomac River:			
2 draw operators.....	1,020	1,200	180
Do.....	720	900	180
4 watchmen.....	720	960	240
Second sergeant of park watchmen.....	900	1,216	316
18 park watchmen.....	840	960	120
Total.....			4,156
Bathing beach:			
Superintendent.....	720	840	120
2 watchmen.....	500	900	400
Total.....			920
Playgrounds:			
Supervisor.....	2,500	3,000	500
Inspector of playgrounds.....	1,200	1,800	600
Clerk (stenographer and typewriter).....	1,200	1,400	200
To be employed not exceeding 10 months:			
20 directors of playgrounds or recreation centers..... per month.....	75	100	25
5 directors of playgrounds or recreation centers..... do.....	75	100	25
Assistant director..... do.....	60	70	10

	Present salary.	Proposed salary.	Increase.
Playgrounds—Continued.			
To be employed 12 months:			
General utility man.....per month..	\$0. 60	\$0. 70	\$10
20 watchmen.....do.....	50	70	20
5 watchmen.....do.....	75	70	20
Clerk (bookkeeper).....do.....		100	25
Total.....			14, 070
Electrical department:			
Electrical engineer.....	2, 750	3, 000	250
Assistant electrical engineer.....	2, 000	2, 500	500
Inspector.....	1, 000	1, 400	400
4 inspectors.....	900	1, 200	300
Electrician.....	1, 200	1, 500	300
Draftsman.....	1, 000	1, 800	800
Do.....	1, 000	1, 300	300
4 telegraph operators.....	1, 000	1, 400	400
Expert repairman.....	1, 200	1, 400	200
Repairman.....	900	1, 200	300
2 repairmen.....	900	1, 000	100
Repairman.....	840	900	60
10 telephone operators.....	600	650	60
Electrical inspector.....	2, 000	2, 100	100
Do.....	1, 800	2, 000	200
Do.....	1, 350	1, 600	250
Do.....	1, 200	1, 600	400
Do.....	1, 200	1, 500	300
2 electrical inspectors.....	1, 200	1, 400	200
Clerk.....	1, 400	1, 600	200
Do.....	1, 200	1, 400	200
Do.....	1, 125	1, 300	175
Do.....	1, 125	1, 200	75
Do.....	1, 050	1, 200	150
Do.....	750	1, 000	250
Assistant repairman.....	620	900	280
Messenger (change of title from "laborer").....	630	840	210
Do.....	600	840	240
Laborer.....	600	800	200
2 laborers.....	540	800	260
Storekeeper.....	875	900	25
Total.....			10, 885
Public schools:			
Officers—			
Assistant superintendent.....	3, 500	4, 000	500
Do.....	3, 000	4, 000	1, 000
Assistant superintendent who shall be general business manager.....		4, 000	500
Assistant superintendent who shall be director of all high schools.....		4, 000	500
Director of intermediate instruction, 13 supervising principals, supervisor of manual training and director of primary instruction in the white schools, and director of primary instruction in the colored schools, 17 in all, at a minimum salary of—			
16, at.....	2, 200	2, 300	100
1, at.....	1, 400	2, 300	900
<i>Provided, That the director of intermediate instruction, 13 supervising principals, supervisor of manual training, director of primary instruction in the white schools, and the director of primary instruction in the colored schools, now in the service of the public schools or hereafter appointed, shall be placed at a basic salary of \$2,300 per annum and shall be entitled to an increase of \$100 per annum for 5 years:</i>			
<i>Provided, That for the year ending June 30, 1920, the director of intermediate instruction, 13 supervising principals, supervisor of manual training, the director of primary instruction in the white schools and the director of primary instruction in the colored schools shall each receive the salary in his class next above his present salary.</i>			
Secretary.....	2, 000	2, 400	400
3 clerks.....	1, 000	1, 200	200
Clerk to carry out the provisions of the child-labor law.....	900	1, 200	300
2 stenographers.....	1, 000	1, 200	200
Messenger.....	720	840	120
Attendance officers—			
Attendance officer.....	900	1, 200	300
2 attendance officers.....	800	1, 100	300
Attendance officer.....	600	1, 100	500
3 attendance officers.....	600	900	300
Teachers—			
Principal of Central High School.....	3, 000	3, 500	500
<i>Provided, That the principal of the Central High School now in the service of the public schools or hereafter to be appointed shall be placed at a basic salary of \$3,500 per annum and shall be entitled to an increase of \$100 per annum for 5 years.</i>			

	Present salary.	Proposed salary.	Increase.
Public schools—Continued.			
Teachers—Continued.			
Assistant principal of the Central High School.....	\$1,800	\$2,600	\$800
<i>Provided</i> , That said assistant principal shall be placed at a basic salary of \$2,600 per annum and shall be entitled to an increase of \$100 per annum for 2 years.			
Principal of normal, high, and manual-training high schools, 8, at..	2,500	3,000	500
<i>Provided</i> , That the principals of normal, high, and manual-training high schools, other than the Central High School, now in the service of the public schools or hereafter to be appointed, shall be placed at a basic salary of \$3,000 per annum and shall be entitled to an increase of \$100 per annum for 5 years.			
Assistant principal, who shall be dean of girls of the Central High School.....	1,800	2,600	800
<i>Provided</i> , That said assistant principal shall be placed at a basic salary of \$2,600 per annum and shall be entitled to an increase of \$100 per annum for 2 years.			
Directors in charge of white schools and directors in charge of colored schools of music, drawing, physical culture, domestic science, domestic art, kindergartens, penmanship, and assistant supervisor of manual training, 15—			
7, at.....	1,500	1,800	300
8, at.....	1,300	1,800	500
<i>Provided</i> , That the directors in charge of white schools and directors in charge of colored schools of music, drawing, physical culture, domestic science, domestic art, kindergartens, penmanship, and assistant supervisor of manual training shall be placed at a basic salary of \$1,800 per annum and shall be entitled to an increase of \$100 per annum for 5 years.			
<i>Provided</i> , That for the year ending June 30, 1920, the directors in charge of the white schools and directors in charge of the colored schools of music, drawing, physical culture, domestic science, domestic art, kindergartens, penmanship, and assistant supervisor of manual training shall each receive the salary in his class next above his present salary.			
Heads of departments in high and manual-training high schools in group C of class 6—			
12, at.....	1,900	2,600	700
2, at.....		2,600	700
<i>Provided</i> , That said heads of departments shall be placed at a basic salary of \$2,600 per annum and shall be entitled to an increase of \$100 per annum for two years.			
Normal, high, and manual-training high schools, promoted for superior work, group C of class 6—			
21, at.....	1,800	2,600	700
7, at.....		2,600	700
<i>Provided</i> , That teachers of group C of class 6 shall be placed at a basic salary of \$2,600 per annum, and shall be entitled to an increase of \$100 per annum for two years.			
<i>Provided</i> , That teachers shall be promoted from group B of class 6 to group C of class 6 under the same condition hitherto provided for in promotion from group A, class 6, to group B, class 6. Teachers now in group B of class 6 are hereby placed in group C of class 6.			
Teachers of normal, high, and manual-training high schools promoted for superior work, group B of class 6, 150, at.....		2,300	500
<i>Provided</i> , That teachers promoted from group A to group B of class 6 shall be placed at a basic salary of \$2,300 per annum and shall be entitled to an increase of \$100 per annum for two years.			
<i>Provided</i> , That promotion from group A, class 6, to group B, class 6, shall be without examination from the group of teachers who have reached the maximum of group A, class 6, upon the recommendation of the superintendent of schools, approved by the board of education.			
Group A of class 6, including 7 principals of grade manual-training schools and 5 assistants to the director of primary instruction in the white schools, and the director of primary instruction in the colored schools, 208, at.....	1,000	1,400	400
<i>Provided</i> , That teachers of group A, class 6, including 7 principals of the grade manual-training schools, and 5 assistants to the director of primary instruction in the white schools and the director of primary instruction in the colored schools now in the service of the public schools or hereafter to be appointed, shall be placed at a basic salary of \$1,400 per annum, and shall be entitled to an increase of \$100 per annum for 8 years.			
<i>Provided</i> , That for the year ending June 30, 1920, that teachers of group A, class 6, including 7 principals of grade manual-training schools, and 5 assistants to the director of primary instruction in the white schools, and the director of primary instruction in the colored schools, shall each receive in his class the salary next above his present salary.			
<i>Provided</i> , That an employee transferred from another position in the service of the board of education to the position of principal of grade manual-training school shall not suffer a decrease of salary by such transfer.			

	Present salary.	Proposed salary.	Increase.
Public schools—Continued.			
Teachers—Continued.			
Class 5, 292, at \$1,300 each, including vocational and trade instructors, teachers of seventh and eighth grades, model teachers in grades below the seventh grade, and in kindergartens, teachers of manual training, drawing, physical culture, music, domestic science, domestic art in the graded schools.....	\$950	\$1,300	\$350
Class 4, 428 at \$1,200 each, including teachers of the fifth and sixth grades, kindergarten principals, teachers of manual training, drawing, physical culture, music, domestic science, domestic art in the graded schools, and teachers not otherwise provided for.....	800	1,200	400
Class 3, 542 at \$1,200 each, including teachers of third and fourth grades and teachers not otherwise provided for.....	750	1,200	450
Class 2, 379 at \$1,200 each, including teachers of the first and second grades and teachers not otherwise provided for.....	750	1,200	450
Class 1, 95 at \$1,200 each, including kindergarten assistant teachers and teachers not otherwise provided for.....	750	1,200	450
<i>Provided, That all teachers herein provided for shall be entitled to the full amount of any increased compensation granted for the fiscal year 1920 regardless of the increase herein made.</i>			
Special beginning teacher in the normal school.....	800	1,200	400
Librarians and clerks—			
Ten librarians in high and normal schools in class 5 at \$1,200 each, 38 clerks in class 4 at \$1,000 each—			
10 at.....	\$40	1,200	360
28 at.....	720	1,000	280
10 at.....		1,000	280
Longevity pay: For longevity pay for director of intermediate instruction, supervising principals, supervisor and assistant supervisor of manual training, principals of normal, high, and manual-training high schools, assistant principal of the Central High School, the assistant principal (who shall be dean of girls) of the Central High School, principals of grade manual-training schools, heads of departments, director of primary instruction in the white schools and director of primary instruction in the colored schools, directors in the white schools and directors in the colored schools of drawing, physical culture, music, domestic science, domestic art, kindergartens, and penmanship, teachers, clerks, librarians and clerks, and librarians to be paid in strict conformity with the provisions of the act entitled "An act to fix and regulate the salaries of teachers, school officers, and other employees of the board of education of the District of Columbia," approved June 20, 1906, as amended by the acts approved May 26, 1908, May 18, 1910, and June 26, 1912.....		500,000	
Janitors and care of buildings and grounds—			
Superintendent of janitors.....	1,500	2,000	500
Central High (new)—			
Engineer.....	1,500	1,800	300
2 assistant engineers.....	900	1,200	600
1 assistant engineer.....		1,200	300
Electrician.....	1,200	1,400	200
3 firemen.....	720	900	540
1 fireman.....		900	180
Coal passer.....	540	840	300
Coal passer.....		840	300
Janitor.....	1,100	1,300	200
2 assistant janitors.....	900	1,080	180
1 assistant janitor.....		1,080	180
Night watchman.....	720	840	120
2 charwomen.....	480	720	240
14 laborers.....	500	720	220
1 laborer.....		720	220
Dunbar High School—			
Engineer.....	1,200	1,500	300
Assistant engineer.....	1,000	1,200	200
2 firemen.....	720	900	180
Coal passer.....	540	840	300
Janitor.....	1,000	1,200	200
Assistant janitor.....	900	1,080	180
9 laborers.....	500	720	220
2 charwomen.....	480	720	240
Night watchman.....	720	840	120
Central High School (old) and annex—			
Janitor.....	1,000	1,200	200
4 laborers.....	500	720	220
Business High School—			
Janitor.....	1,000	1,200	200
Assistant janitor.....		1,080	180
4 laborers.....	500	720	220

	Present salary.	Proposed salary.	Increase.
Public schools—Continued.			
Janitors and care of buildings and grounds—Continued.			
J. Ormond Wilson Normal School and Ross School—			
Engineer.....	\$1,000	\$1,500	\$500
Janitor.....	800	1,200	400
Night watchman.....	720	840	120
4 laborers.....	500	720	220
Jefferson School—			
Janitor.....	1,000	1,200	200
2 laborers.....	500	720	220
Western High School—			
Janitor.....	1,100	1,200	100
4 laborers.....	530	720	220
Franklin School—			
Janitor.....	1,000	1,200	200
3 laborers.....	590	720	220
Myrtilla Miner Normal School—			
Janitor.....	1,000	1,200	200
Assistant janitor.....		1,080	180
3 laborers.....	500	720	220
Charwoman.....	480	720	240
Eastern High School—			
Janitor.....	1,000	1,200	200
2 laborers.....	500	720	220
Stevens School—			
Janitor.....	1,000	1,200	200
2 laborers.....	500	720	220
McKinley Manual Training School—			
Janitor.....	1,000	1,200	200
Engineer and instructor in steam engineering.....	1,500	1,800	300
Assistant engineer.....	1,000	1,200	200
Assistant janitor.....	720	1,080	360
Night watchman.....	720	840	120
2 firemen.....	720	900	180
3 laborers.....	500	720	220
2 laborers.....		720	220
Armstrong Manual Training School—			
Janitor.....	1,000	1,200	200
Assistant janitor.....	720	1,080	360
Engineer and instructor in steam engineering.....	1,200	1,500	300
Assistant engineer.....	720	1,200	480
Night watchman.....	720	840	120
Fireman.....	720	900	180
2 laborers.....	500	720	220
1 laborer.....		720	220
M Street High School (old) and Douglass and Simmons Schools—			
Engineer.....	1,000	1,300	300
Janitor.....	900	1,200	300
4 laborers.....	500	720	220
11 janitors.....	1,000	1,200	200
11 laborers.....	500	720	220
Do.....		720	220
22 janitors.....	840	1,080	240
22 laborers.....	500	720	220
10 janitors.....	840	1,080	240
73 janitors.....	720	960	240
4 janitors.....	600	840	240
10 janitors.....	600	840	240
3 janitors.....	250	480	230
For matrons in the normal and high schools and larger grade school buildings, including the following: Wilson Normal, Miner Normal, New Central High School, Dunbar High, Business High, Western High, Eastern High, McKinley Manual Training High, Armstrong Manual Training High, Jefferson, Thomson, Stevens, Birney and annex, Elizabeth V. Brown, Emery, New Mott, Henry D. Cooke, Gage, Henry, Petworth, Park View, Phelps, Powell, and Wallach Schools, 24, at \$780 each—			
9 matrons.....	500	780	280
15 matrons.....		780	280
Medical inspectors—			
Chief medical and sanitary inspector, who shall, under the direction of the health officer of the District of Columbia, give his whole time to, and exercise the direction and control of the medical inspection and sanitary conditions of the public schools of the District of Columbia.....	2,500	3,000	500
16 medical inspectors of public schools, 1 of whom shall be a woman, 4 shall be dentists, and 4 shall be of the colored race, at.....	500	840	340
Total.....			1,035,630

	Present salary.	Proposed salary.	Increase.
Police department:			
Major and superintendent	\$4,000	\$5,000	\$1,000
Assistant superintendent	2,500	3,000	500
2 assistant superintendents		3,000	500
3 inspectors	2,600	2,500	500
11 captains	2,000	2,250	250
Captain		2,250	250
Chief clerk, who shall also be property clerk	2,000	2,700	500
Clerk, who shall be a stenographer	1,500	1,800	300
Clerk, who shall be assistant property clerk	1,200	1,400	200
3 clerks	1,000	1,200	200
Clerk	700	900	200
Clerk	840	1,200	360
Four surgeons of the police and fire departments		1,850	250
18 lieutenants, 1 of whom shall be harbor master	1,600	1,850	250
5 lieutenants		1,600	200
54 sergeants	1,400	1,600	200
3 sergeants		1,600	200
492 privates of class 3	1,320	1,500	180
1 private of class 3		1,500	180
78 privates of class 2	1,200	1,380	180
8 privates of class 2		1,380	180
196 privates of class 1	1,080	1,260	180
41 privates of class 1		1,260	180
6 telephone clerks (change of title from "operators")	900	1,000	100
4 telephone clerks		1,000	100
16 janitors	600	900	300
4 janitors		900	300
Laborer	720	1,080	360
Messenger	600	840	240
Inspector mounted on horse or motor vehicle	360	420	60
58 captains, lieutenants, sergeants, and privates mounted on horses or for motor vehicles allowances at	360	420	60
12 captains, lieutenants, sergeants, and privates mounted on horses or for motor vehicle allowances		420	60
30 drivers	900	1,200	300
10 drivers		1,200	300
5 police matrons to possess police powers of arrest	720	900	180
4 policewomen	900	1,200	300
House of detention—			
2 clerks	1,000	1,100	100
2 drivers	780	1,000	220
6 guards	600	900	300
Janitor	600	900	300
3 matrons to possess police powers of arrest	720	900	180
Harbor patrol—			
2 engineers	1,000	1,400	400
2 firemen	600	900	300
Watchman	600	840	240
2 deck hands	600	840	240
Total			205,630
Fire department:			
Chief engineer	3,500	4,000	500
2 deputy chief engineers	2,500	2,750	250
8 battalion chief engineers	2,000	2,200	200
Fire marshal	2,000	2,300	300
Deputy fire marshal	1,400	1,600	200
2 inspectors	1,080	1,200	120
4 inspectors		1,200	120
Chief clerk	2,000	2,200	200
Clerk	1,400	1,500	100
38 captains	1,500	1,700	200
40 lieutenants	1,320	1,520	200
41 sergeants	1,200	1,400	200
Superintendent of machinery	2,000	2,300	300
Assistant superintendent of machinery	1,200	1,800	600
27 engineers	1,200	1,380	180
27 assistant engineers	1,140	1,320	180
2 pilots	1,150	1,350	200
2 marine engineers	1,200	1,400	200
2 assistant marine engineers	1,140	1,340	200
2 marine firemen	840	1,000	160
342 privates of class 2	1,140	1,320	180
103 privates, class 1	960	1,140	180
Hostler	600	900	300
Laborer	600	840	240
Total			120,700

	Present salary.	Proposed salary.	Increase.
Health department:			
Health officer.....	\$4,000	\$5,000	\$1,000
Assistant health officer.....	2,500	3,000	500
Chief bureau of vital statistics.....	1,800	2,000	200
Clerk.....	1,600	1,800	200
Do.....	1,200	1,500	300
4 clerks.....	1,200	1,400	200
Do.....	1,000	1,100	100
2 clerks.....	900	1,000	100
Clerk.....	720	1,000	280
Chief sanitary inspector.....	1,800	2,000	200
Assistant chief sanitary inspector.....	1,400	1,600	200
9 sanitary inspectors.....	1,200	1,300	100
6 sanitary inspectors.....	1,000	1,300	100
2 sanitary inspectors.....	1,000	1,250	250
3 sanitary inspectors.....	900	1,200	300
Chief food inspector.....	1,800	2,250	450
Assistant chief food inspector.....	1,400	1,600	200
5 food inspectors.....	1,200	1,300	100
6 food inspectors.....	1,000	1,250	250
5 food inspectors.....	900	1,200	300
Chemist.....	2,000	2,500	500
Assistant chemist.....	1,500	2,000	500
Chief, bureau of preventable diseases and director of bacteriological laboratory.....	2,750	3,000	250
2 assistant bacteriologists.....	1,200	1,500	300
Skilled laborer.....	600	720	120
2 messengers.....	600	840	240
2 chauffeurs.....	720	900	180
Poundmaster.....	1,400	1,500	100
Watchman.....	600	840	240
8-hour labor law for females: Stenographer and clerk.....	900	1,100	200
Total.....			14,680
Probation system:			
Supreme court—			
Probation officer.....	2,000	2,500	500
Assistant probation officer.....	1,200	1,500	300
Stenographer and typewriter.....	900	1,200	300
Total.....			1,100
Juvenile court—			
Financial clerk, who is authorized to act as deputy clerk.....	1,200	1,400	200
Stenographer and typewriter, who is authorized to act as deputy clerk.....	1,080	1,200	120
Stenographer and typewriter, for judge's work and to aid in keeping records in clerk's office.....	1,080	1,200	120
Chief probation officer.....	1,800	2,000	200
4 probation officers.....	1,000	1,200	200
Telephone operator.....	600	720	120
Messenger to also perform clerical work.....	600	900	300
Total.....			1,860
Police court—			
2 judges.....	3,600	5,000	1,400
Clerk.....	2,200	3,000	800
Deputy clerk.....	1,600	2,000	400
Do.....	1,500	1,800	300
2 deputy clerks.....	1,200	1,800	600
Deputy financial clerk.....	1,500	2,000	500
Probation officer.....	1,500	2,000	500
Assistant probation officer.....	1,200	1,800	600
Janitor.....	600	900	300
Engineer.....	900	1,200	300
Assistant engineer.....	720	1,020	300
Fireman.....	600	900	300
3 cleaners.....	360	480	120
Cleaner.....		480	120
Telephone operator.....	480	720	240
Total.....			9,020
Municipal court—			
5 judges.....	3,000	3,600	600
4 assistant clerks.....	1,000	1,200	200
Messenger.....	600	840	240
Janitor.....	600	720	120
Total.....			4,160

	Present salary.	Proposed salary.	Increase.
Charities and corrections:			
Board of Charities—			
Assistant secretary.....	\$1,600	\$2,500	\$900
Chief inspector (change of title from "clerk").....	1,400	1,500	100
Messenger.....	600	900	300
2 inspectors.....	1,200	1,400	200
Do.....	1,000	1,200	200
Do.....	900	1,100	200
Do.....	840	1,000	160
Driver, who shall act as foreman of stables.....	900	1,000	100
3 drivers.....	770	900	180
Hostler.....	540	750	210
Total.....			3,670
Washington Asylum and Jail—			
Resident physician.....	480	600	120
Blacksmith and woodworker.....	500	770	220
Driver for deadwagon.....	365	400	35
Hostler.....	240	300	60
Driver for supply and laundry wagon.....	240	300	60
Assistant cook.....	180	240	60
2 graduate nurses.....	480	540	60
Graduate nurse for receiving ward.....	480	540	60
Registered pharmacist, who shall act as hospital clerk.....	770	1,000	280
Seamstress.....	300	500	200
Housekeeper.....	470	600	180
Laundryman.....	770	840	120
Assistant laundryman.....	450	500	50
3 laundresses.....	360	470	60
2 chambermaids, 3 waiters, and 7 ward maids.....	180	300	120
Total.....			3,185
Home for aged and infirm—			
Superintendent.....	1,200	2,000	800
Clerk.....	900	1,200	300
Matron.....	600	770	120
Baker.....	540	600	60
Laundryman.....	540	600	60
Chief engineer.....	1,000	1,500	500
Assistant engineer.....	770	1,000	280
Physician and pharmacist.....	480	600	120
Second assistant engineer.....	480	770	240
2 male attendants.....	360	420	60
2 nurses.....	360	420	60
2 female attendants.....	300	360	60
3 firemen.....	360	600	240
Assistant cook.....	360	480	120
Do.....	180	240	60
Foreman of construction and repair.....	840	900	60
Blacksmith and woodworker.....	540	770	180
Farmer.....	720	900	180
4 farm hands.....	360	400	40
Dairyman.....	360	900	540
Tailor.....	360	500	140
Seamstress.....	240	300	60
Laundress.....	240	420	180
Hostler and driver.....	240	400	160
3 servants.....	144	240	96
Night watchman.....	240	480	240
Total.....			5,928
National Training School for Girls—			
Superintendent.....	1,200	1,500	300
Resident clerk (change of title from "Treasurer").....	600	800	200
Matron.....	600	800	200
4 teachers.....	600	700	100
Overseer.....	720	900	180
2 parole officers.....	600	800	200
7 teachers of industries.....	480	600	120
Engineer.....	720	1,200	480
Assistant engineer.....	600	900	300
Night watchman.....	480	600	120
2 laborers.....	300	480	180
Total.....			3,780
Tuberculosis Hospital—			
Pharmacist and clerk.....	780	900	120
Engineer.....	720	900	180
Laundryman.....	600	720	120
Elevator conductor.....	300	360	160

	Present salary.	Proposed salary.	Increase.
Charities and corrections—Continued.			
Tuberculosis Hospital—Continued.			
3 laundresses	\$240	\$420	\$180
Farmer	360	480	120
Laborer	360	400	40
Night watchman	360	480	120
Assistant laundryman	360	480	120
3 ward maids	240	300	60
4 servants	240	300	60
Total			1,840
Board of Children's Guardians—			
Executive officer (change of title from "Agent")	1,800	2,500	700
Assistant officer (change of title from "Clerk")	1,200	1,500	300
Clerk	900	1,200	300
Stenographer	900	1,200	300
2 placing and investigating officers	1,200	1,400	200
Placing and investigating officer	1,000	1,400	400
4 placing and investigating officers	900	1,400	500
Do.	900	1,300	400
Placing and investigating officer	900	1,200	300
Compiling clerk (change of title from "Record clerk")	900	1,200	300
Messenger	500	900	400
Laborer	500	780	280
Total			7,280
Industrial Home for School for Colored Children—			
Superintendent	1,200	1,500	300
Matron of school	480	680	200
3 caretakers	360	580	220
2 assistant caretakers	360	480	120
Nurse	360	480	120
Sewing teacher	360	480	120
3 teachers	480	600	120
Manual training teacher	600	780	180
Farmer	480	750	270
Blacksmith and wheelwright	480	750	270
Farm laborer	360	480	120
Stableman	300	400	100
Watchman	300	480	180
Cook	240	420	180
Laundress	240	420	180
Total			3,480
Industrial Home School—			
Supervisor of boys	780	900	120
Matron	480	680	200
3 matrons	360	580	220
Housekeeper	360	480	120
Sewing teacher	360	480	120
2 assistant matrons	300	480	180
Nurse	360	480	120
Manual training teacher	660	780	120
Engineer	720	900	180
Farmer	540	720	180
Cook	300	420	120
Laundress	300	420	120
2 housemaids	180	300	120
Total			2,660
Municipal Lodging House and Wood Yard—			
Cook	360	480	120
Temporary Home for Ex-Union Soldiers and Sailors—			
Janitor	360	400	40
Cook	360	460	100
Total			140
Workhouse and Reformatory—			
Superintendent	3,000	4,000	1,000
Physician	1,680	1,800	120
Chief engineer	1,200	1,500	300
Electrician	1,200	1,400	200
Superintendent of commissary	1,080	1,200	120
Total			1,740

	Present salary.	Proposed salary.	Increase.
Charities and Corrections—Continued.			
Workhouse—			
Administration—			
Assistant superintendent.....	\$1,680	\$1,800	\$120
Chief clerk.....	1,200	1,400	200
Head matron.....	900	1,000	100
Stenographer.....	720	1,000	280
Stenographer and officer.....	600	840	240
Operation—			
Foreman construction.....	900	1,000	100
Foreman stone-crushing plant.....	900	1,000	100
Foreman sawmill.....	900	1,000	100
Superintendent brickkiln.....	1,500	1,600	100
Clay worker.....	480	600	120
Superintendent of tailor shop.....	480	720	240
Maintenance—			
Superintendent of clothing and laundry.....	840	900	60
Captain of guards.....	1,200	1,400	200
Captain of night watch.....	900	1,000	100
2 receiving and discharging officers.....	1,000	1,200	200
Superintendent of laundry.....	720	840	120
2 day guards.....	900	1,000	100
22 day guards.....	840	900	60
12 night guards.....	720	900	180
Day officer.....	600	900	300
3 night officers.....	600	900	300
Hospital nurse.....	600	720	120
Captain of steamboat.....	1,100	1,500	400
Engineer of steamboat.....	1,000	1,500	500
			8,480
Reformatory—			
Chief clerk.....	1,200	1,400	200
Captain of day officers.....	1,200	1,400	200
Captain of night force.....	1,080	1,300	220
4 night officers.....	720	840	120
2 night officers.....		840	120
Total.....			1,340
Militia:			
Custodian in charge of United States property and storerooms.....	1,000	1,200	200
Principal clerk, office of The Adjutant General.....	1,000	1,400	400
Total.....			600
General fund.....			1,619,228
Water Department:			
Revenue and inspection branch—			
Water registrar.....	2,400	2,700	300
Clerk.....	1,500	1,800	300
Do.....	1,200	1,500	300
3 clerks.....	1,000	1,300	300
Index clerk.....	1,400	1,700	300
8 meter computers.....	1,000	1,300	300
Meter clerk.....	1,200	1,500	300
Tap clerk.....	1,000	1,300	300
Chief inspector.....	1,000	1,300	300
19 inspectors.....	900	1,200	300
Messenger.....	600	900	300
Distribution branch—			
Superintendent.....	3,300	4,000	700
Engineer.....	2,400	2,500	100
Assistant engineer.....	1,800	2,100	300
Do.....	1,700	2,000	300
General foreman (change of title from "foreman").....	1,800	2,100	300
Foreman (change of title from "assistant foreman").....	1,275	1,500	225
Do.....	1,200	1,500	300
Do.....	1,125	1,400	275
Do.....	900	1,200	300
Chief steam engineer.....	1,750	2,200	450
2 steam engineers.....	1,200	1,500	300
3 assistant steam engineers.....	1,000	1,300	300
Chief inspector of valves.....	1,600	1,900	300
Leveler.....	1,200	1,500	300
Inspector.....	1,200	1,500	300
Draftsman.....	1,050	1,300	250
Clerk.....	1,800	2,100	300
Do.....	1,500	1,800	300
3 clerks.....	1,200	1,500	300
Superintendent of transportation and stores (change of title from "stores clerk").....	1,500	2,000	500
2 clerks.....	1,000	1,300	300

	Present salary.	Proposed salary.	Increase.
Water department—Continued.			
Revenue and inspection branch—Continued.			
Timekeeper.....	\$900	\$1,200	\$300
2 rodmen.....	900	1,200	300
2 chainmen.....	675	900	225
4 oilers.....	720	1,020	300
3 firemen.....	900	1,200	300
Janitor.....	900	1,100	200
Driver.....	700	1,000	300
Do.....	530	900	270
Messenger.....	600	840	240
Do.....	600	840	240
Water fund.....			21,600

- (b) Alternate lump-sum estimate to provide for increases in annual salaries of employees of the government of the District of Columbia, as the Commissioners of the District of Columbia may consider advisable \$1,643,828.00
- (c) Amount required to increase statutory salaries in addition to increases granted by Congress..... 246,574.20

The commissioners urge the increases recommended, basing their action not only upon their own experience in meeting requests for increases during the past year but upon the records of increases granted by the Federal Government and by activities generally. Within the past week the newspapers announced an increase by the Government of railroad wages, dating back to January 1, 1918, amounting to some \$400,000,000 a year. The Senate in September appointed an additional clerk for the Committee on Finance at \$150 per month. In Bridgeport, Conn., it was determined that the cost of living had risen 61.4 per cent since 1915.

It is believed by the commissioners that the foregoing increases are imperatively necessary for the public service of the District of Columbia, for the reason that conditions have changed so rapidly. They are of the opinion that the Government service can not be operated unless the said increases are granted.

Very respectfully,

BOARD OF COMMISSIONERS OF THE

DISTRICT OF COLUMBIA.

By JOHN G. D. KNIGHT,
W. GWYNN GARDINER.

APPENDIX.

APPENDIX A.

[In explanation of the estimates submitted by the Librarian of Congress.]

LIBRARY OF CONGRESS,
Washington, October 14, 1919.

SIR: The estimates of the Library of Congress for the year ending June 30, 1920, are submitted herewith.

They include the following:

New positions recommended included in former estimates:

Documents—	
2 translators at \$1,200 each.....	\$2, 400
1 assistant at \$1,200 submitted in the annual estimates for 1910 and for the years following to and including 1915; "2 translators at \$1,200 each" submitted in the estimates for 1913-14-15, 1918-19.	
Law library—	
1 stenographer and typewriter at.....	1, 200
Submitted (at \$900) in estimates for the years 1910-15, and (at \$1,080) for 1918-19.	
Semitic and oriental literature—	
1 assistant at.....	1, 000
Submitted (at \$900) in estimates for 1917 and 1918 and (at \$1,000) for 1919.	
	<hr/> 4, 600

INCREASES OF SALARY.

No increases in statutory salaries are submitted with these estimates. Recommendations for such increases will be embodied in a separate letter, addressed to you, for transmission to the Congress for its consideration.

Increases in other items:

Legislative reference from \$30,000 to \$40,000.....	\$10, 000
Distribution of card indexes, for services of assistants at salaries less than \$1,000 per annum, and for piecework and work by the hour, * * * including not exceeding \$500 for freight charges, expressage, traveling expenses connected with such distribution, and expenses of attendance at meetings when incurred on the written authority and direction of the Librarian, \$17,000 to \$19,500.....	2, 500
Increase of Library of Congress for purchase of books for the Library, etc.—	
1910-11.....	\$100, 000
1911-12.....	90, 000
1912-13.....	90, 000
1913-14.....	90, 000
1914-15.....	90, 000
1915-16.....	90, 000
1916-17.....	90, 000
1917-18.....	90, 000
1918-19.....	90, 000
1919-20 (estimate).....	100, 000
An increase of.....	<hr/> 10, 000

Summary:

4 new positions.....	4, 600
Legislative reference.....	10, 000
Card division (positions at less than \$1,000).....	2, 500
Increase of library.....	10, 000
	<hr/> 27, 100

CHANGES IN PHRASEOLOGY.

Legislative reference: Omit the words "*Provided*, That no person shall be employed hereunder at a rate of compensation exceeding \$3,000 per annum."

Sunday opening: Omit the words "From two until ten o'clock postmeridian."

Very respectfully,

A. P. C. GRIFFIN,
Acting Librarian.

The SECRETARY OF THE TREASURY.

APPENDIX B.

MEMORANDUM EXPLAINING INCREASES, CHANGES, ETC., IN THE ESTIMATES OF THE DEPARTMENT OF STATE FOR THE FISCAL YEAR ENDING JUNE 30, 1920.

DEPARTMENT OF STATE,
Washington, November 7, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to submit herewith estimates of appropriations required for this department and for foreign intercourse for the fiscal year ending June 30, 1920, amounting in all to \$11,042,236.66, which is an increase over the appropriations for the current year of \$2,307.410. Before undertaking a detailed explanation of the reasons for each increase recommended, it seems important, first, to state the main principles which have governed the preparation of the estimates.

It is generally recognized that, as a result of the war in which we are now engaged, the United States has come to occupy a position of singular importance and responsibility in international affairs. This is true of the field of international politics as well as of the fields of finance and commerce. Events have succeeded one another so rapidly that our unsought position has resulted before we were fully awake to the real significance of the world-wide changes which created it. We now find ourselves, therefore, facing enormous international responsibilities, which our own people will expect us to discharge in a manner creditable to ourselves and just to the rest of the world. We can not afford to do less than this. Inasmuch as the future peace of the world must rest in the main upon more intimate acquaintance, closer relations, and fuller and friendlier discussion of the problems that arise from time to time, the part which the United States must henceforth play in international affairs must be based upon undisputed facts and mature and intelligent consideration of them. The gathering of information of a political, economic, industrial, and technical nature and the consideration of it in the light of the conditions abroad upon which it bears makes necessary an organization adequate, intelligent, and well equipped to insure prompt and trustworthy results. There will be hundreds of new problems to be considered, many of which will have an important and lasting effect upon our political and economic welfare; there will be thousands of claims to be adjudicated, and many other questions of vital importance to our people. The department as at present organized and manned is utterly incapable of successfully undertaking the task with which it is confronted, and in a lesser degree this is also true of the Diplomatic and Consular Services. The personnel of all three branches of the service has given itself unreservedly to the discharge of the enormous duties imposed upon it by the war conditions and has done its work exceptionally well. It is, however, neither sufficiently numerous nor adequately compensated to alone deal successfully with the problems which we are about to face. A large increase in personnel and an advance in salaries is imperative if we are to do in a creditable way that which the world expects of us.

In submitting these estimates I do not wish to be understood as advocating the creation of any machinery of Government that shall parallel or duplicate that already functioning elsewhere. On the contrary, it is my purpose to urge the establishment in this department of an organization capable of adapting and utilizing in the international relations of this Government and in diplomatic discussions the work being done and the material being collected in other departments of the Government for their particular purposes, in addition to carrying on such investigation as this department may find it necessary to conduct independently.

Although I have had in mind the submission to Congress of a comprehensive plan for the improvement of this department and the foreign service, it has heretofore seemed to me inadvisable to do so until conditions had developed sufficiently to enable me to determine with reasonable accuracy what the needs should be. I feel now that a definite plan for improvement should no longer be delayed, and hence

the appended estimates are submitted in the hope that they may meet with the approval of Congress and that the appropriations therein indicated may be made without delay.

Drafting officers.—The estimates propose to increase the number of drafting officers from 11 to 108. This may at first seem a large increase, but it must be considered in the light of the fact that the State Department of the United States has been utterly unequal in number and character of personnel to like departments of other Governments, and even with all the increase in personnel and the addition of men from the foreign service since the beginning of the war the department is still clearly inadequate to the task which it faces, and vital national interests as well as important private interests are in grave danger of being sacrificed unless there be provided a sufficient number of competent officers to give them the attention they require. The work to be done is beyond the ability of clerks. It requires the most capable staff that can be gathered together. Some will be expected to act as chiefs and assistant chiefs of divisions, others will be experts or specialists on particular subjects entering into international relations, and still others will be administrative assistants. The success or failure of the conduct of our foreign affairs by the Department of State will, in many respects, depend upon the attitude of Congress toward this item in the estimates.

Assistant solicitors.—It is proposed to increase the number of assistant solicitors from five to eight and to fix the salaries of the additional ones at \$3,500 a year. The great amount of extra work in the department caused by the war and the department's relations with various war boards have raised an unprecedented number of legal questions which require prompt and thorough consideration. The attention of the solicitor and his staff has been taken up almost entirely with questions arising directly out of the war, necessitating the temporary laying aside wherever possible of the questions ordinarily arising in time of peace. Upon the return of peace all of these deferred questions, as well as a multitude of new ones arising out of the adjustments due to the war conditions, and a vast number of international claims, will require at least as many more law officers as are now required by the purely war work.

In asking for three additional assistant solicitors at \$3,500 a year instead of \$3,000 year, I have fixed the salary at the lowest sum for which it is probable the kind of legal ability required can be procured. The responsible and serious character of the work performed by assistant solicitors requires that they should be mature men of experience, ability, and high character, and \$3,500 a year is believed the lowest salary at which the department can hope to procure men with the qualifications required, in competition with the salaries paid for similar services in private employment.

Editor of the laws of Congress.—Provision is now made for a law clerk and an assistant law clerk, whose duties it shall be to edit and index the laws of the United States. The title given to these officers is misleading and results in confusing the duties of the officers with those performed by law clerks in the office of the solicitor. Therefore, in order to distinguish clearly between the two classes of officers, it is recommended that the law clerk and assistant charged with editing and indexing the statutes be designated as "Editor of the laws of Congress" and "Assistant editor of the laws of Congress." The title will then indicate clearly to everyone the duties of these officers and eliminate confusion which now exists.

Private secretary to the counselor, \$2,500.—This is a new but highly necessary item. In receiving the large number of foreign representatives and public men, and in dealing with the multitude of important questions that fall within the jurisdiction of the Counselor of the Department of State, it is imperative that he should have a private secretary able to assume responsibility and capable of managing his office and relieving him of a vast amount of detail. The kind of man required for this position can not be obtained permanently for less than \$2,500, which is the amount paid to the private secretary of the Secretary of State. That this is not an exorbitant salary for the duties to be performed is established by the fact that the salary of the private secretaries to the Assistant Secretary of the Navy and the Secretary of War is \$2,400, that of the private secretaries to the Assistant Secretary of Commerce and of Labor is \$2,100, and the salaries of private secretaries to some of the Cabinet officers run as high as \$3,000. It is of much importance that the counselor, whose duties require him to receive more foreign ambassadors and ministers and public men than any other officer of the department except the Secretary of State himself, may be able to retain the services of a man competent to fill this responsible and delicate position.

Clerks.—The estimate for the regular clerical force provides for an increase of 56 clerks of all grades. In view of the great increase, both in volume and in importance of the departmental work, which will unquestionably continue for an indefinite period, it is felt that provision should be made for at least the estimated increase in the permanent clerical force. When it is considered that the personnel of the department

actually employed at present is 760, instead of 241 in 1914; that the increase in the pieces of mail received daily has been from 264 in 1914 to 914 and over in 1918; that the number of telegrams and pieces of mail forwarded shows an increase of over 350 per cent in the same period, it will be seen that the estimate for increased permanent clerical staff is most conservative. A larger increase has not been estimated for in this place because of the increase requested in the appropriation for additional employees, since it is believed Congress would prefer, for the present, to leave undetermined the amount of clerical force required permanently. There can be no question, however, that the increase in regular clerks here required is necessary and that the full number and many more will be required for years to come.

Messengers, laborers, switchboard operators, etc.—An increase of 4 messengers, 2 assistant messengers, 3 messenger boys, 2 laborers, 2 switchboard operators, and 10 charwomen is submitted. This additional subclerical force is rendered necessary because of the largely increased personnel of the department, as well as of the increased space assigned to the department through the removal of the Navy Department from the State, War, and Navy Building. The present regular force is entirely unable to meet the demands upon it. The telephone exchange requires two additional operators because the switchboard must be kept in operation throughout the night, and it may be necessary to keep it in operation the full 24 hours a day.

Additional employees.—An increase in this appropriation from \$400,000 to \$500,000 is urgently recommended. The appropriation for 1918-19 was \$200,000, but the rapid increase in the work of the department has caused the employment under this appropriation up to October 1 of 384 persons, at a total compensation of \$417,911 a year. In order to meet the anticipated deficiency in the appropriation for the current year the department asked Congress for an increase of \$250,000, only \$200,000 of which was granted. A further appropriation will be necessary. Allowing for a very moderate growth for the next 8 months, it will be seen that the department can hardly expect to discharge its duties satisfactorily with less than \$500,000 for additional clerical services for the year beginning July 1, 1919.

Stationery and furniture.—A modest increase of \$5,000 in the appropriation for stationery and furniture, making a total of \$60,000, is recommended. This is most conservative in view of the number of additional persons for whom provision must be made.

Books and maps.—An increase in this appropriation from \$2,000 to \$10,000 a year is earnestly recommended. It is not proposed with this money to accumulate a great library, but rather to keep abreast of the thought and opinion in all quarters of the world, and especially of the activities in the fields of politics, economics, finance, industry, and commerce. International relations of the future must be based upon facts and not conjectures. Nothing could be more dangerous than to embark upon a course in our relations with other nations without being very sure, not only of the basic facts but of the probable effect of the proposed policy upon various other nations. It is as a means to this essential knowledge that the department must be enabled to utilize published information as well as that made available through other sources. It is believed that the amount recommended represents a conservative estimate of the cost of procuring the periodicals, newspapers, maps, and other publications necessary to the work of the entire department.

Salaries of ambassadors and ministers.—The new position which the United States has come to occupy in the affairs of the world urgently demands that the agencies through which the foreign affairs of this Government are conducted should be improved to a degree which shall at least compare favorably with similar agencies of other Governments with which the United States maintains relations. One of the first and most important steps in this direction is the granting of more adequate compensation to American diplomatic representatives. We have in the past been fortunate in obtaining the services of many capable men to represent the country at foreign capitals, but, on the other hand, we have too often suffered the humiliation of not being able to choose as our representatives some of our men of highest attainment and most profound knowledge of public affairs, because the salaries paid by the Government were too inadequate and the men were not possessed of sufficient private means in addition to enable them to maintain themselves in a manner appropriate to a diplomatic representative of this Government. The time seems now to have arrived when that condition should be changed. The United States can derive little satisfaction from the fact that its ambassadors are paid \$17,500 a year without being furnished with houses or allowances with which to keep up an appropriate social position, while Great Britain, for example, pays its ambassador to Italy \$35,000 a year, that to Japan \$25,000, that to France \$57,500, and in each instance supplies in addition a well-equipped residence. The practice of Great Britain is more or less that of most nations, and the United States alone of the great powers of the world

has so far failed to pay its diplomatic representatives salaries upon which they can live in a manner appropriate to their position without resorting to their own private means. It is unworthy of the greatest democracy of the world that this condition should in so many instances have tended to restrict the appointments of ambassadors and ministers to men possessing large private fortunes. What is urgently needed is compensation sufficient not only to attract but to enable men personally and intellectually capable of representing the country to accept positions as ambassadors and ministers at foreign capitals without regard to the extent of their own private fortunes. I am, therefore, recommending that the compensation of our ambassadors be increased from \$17,500 to \$25,000 per annum and that the salaries of ministers be increased from \$10,000 and \$12,000 to \$12,000 and \$15,000, respectively. It seems to me that this is the least amount with which we can hope to enable our diplomatic representatives to live in a manner comparing at all favorably with the representatives of other Governments, and that it is in the interest of the country that this change be made without further delay.

Secretaries in the diplomatic service.—The faults that have been pointed out in our method of compensating ambassadors and ministers exist also in the method of compensating secretaries. We think it entirely proper to pay salaries of \$1,500 to \$3,000 to the clerks and officers of the executive departments in Washington who have no social obligations and bear only routine responsibility, yet we deny to the secretaries in our Diplomatic Service salaries sufficient to enable them to maintain themselves in a manner consistent with the proper discharge of their duties. As the lieutenants of the ambassadors and ministers, the secretaries must be able to mingle with all classes of peoples and associate upon a plane of equality with the members of the highest social and official circles of the capitals in which they are stationed. There are two ways of accomplishing this object; one, by increasing the salaries of secretaries, and the other, by restricting the appointment of secretaries to persons in possession of private fortunes. In the light of present-day tendencies, it does not seem possible that the United States can take any other position than to make the salaries of secretaries ample and of opening the positions to all persons who may possess the qualifications required, irrespective of the amount of their private fortune. If this be done, the secretarial branch of the service can be made truly representative and attractive to some of the ablest young men in the country.

It is recommended, therefore, that the salaries of secretaries be increased to \$6,000, \$4,000, \$3,000, and \$2,500 instead of \$3,000, \$2,600, \$2,500, \$2,000, and \$1,500 as at present.

It is also desired to increase the number of secretaries from 88 to 110 to meet the needs of the various missions and the two additional missions to Bulgaria and Serbia, which are included in the estimates. Therefore, an increase of \$134,500 in the appropriation under this head is recommended.

Interpreters to the legations in Persia and Siam, \$2,000.—Appropriations of \$1,000 and \$1,500 are now made for the compensation for interpreters to the legations and consulates general in Persia and Siam, respectively. Obviously no competent and suitable American could be employed as interpreter permanently for the amounts appropriated. The interpreter at present employed in Persia is a young American who received his training as a member of the corps of student interpreters in Constantinople, and while he has served efficiently in the legation in Persia, it can not be expected that he will be willing to continue in that position at \$1,500 a year. The work of the legation can not possibly be carried on without the services of a satisfactory interpreter. That he should, if possible, be an American citizen, needs no explanation.

That which has been said in regard to Persia is equally true in regard to Siam, except that the interpreter employed there is a native and is paid but \$1,000 a year. The services of competent and satisfactory interpreters can not be had for less than the amount estimated, namely, \$2,000, and it is earnestly recommended that that amount be appropriated.

Salaries of student interpreters in China, Japan, and Turkey.—The law at present fixes the salary of student interpreters at \$1,000 a year. At the time this salary was established, some 16 years ago, the amount was sufficient, but since then the cost of living has greatly increased, and it has become impossible for the department to obtain for these positions, as now compensated, men with suitable qualifications. In order to be useful as an interpreter in the service a young man should be well educated, of excellent personal appearance, and should possess a high order of ability. Men of this type will not enter the student interpreter corps at less than \$1,500 a year in addition to tuition and quarters. Last year Congress increased the entrance salaries of consular assistants from \$1,000 to \$1,500 per annum. A like increase is now earnestly recommended in the salaries of the student interpreters. A number of men trained

in this corps are now filling important positions as consuls and consuls general in the Far and Near East, and there is the most urgent need for additional men who have had training as student interpreters. It is believed the increased salaries requested will make it possible to obtain the additional men required.

Tuition of student interpreters.—At present there is provided for each student interpreter in China, Japan, and Turkey a yearly allowance of \$180 in China and \$125 in Japan and Turkey for the cost of tuition. This is due to the fact that it is necessary in those countries for each student to have an individual teacher. In view of the increased cost of living abroad and the change in salaries and wages, a satisfactory teacher can not now be had for less than approximately \$200 a year. Therefore it is recommended that this sum be provided.

Contingent expenses, foreign missions, \$1,200,000.—This appropriation is desired to provide for the ordinary running expenses of the Diplomatic Service.

The appropriation for the expenses of operation of the Diplomatic Service for the fiscal year ending June 30, 1919, was \$1,005,585, but it soon became apparent that that amount would not be sufficient, and a deficiency appropriation of \$100,000 has already been granted by Congress, making the entire appropriation available for the current year \$1,105,585. Even this amount is less than that expended for the year ended June 30, 1918, which was approximately \$1,180,585. Assuming, therefore, that the expenditures for the maintenance of the Diplomatic Service should continue at approximately the present rate, it is believed that not less than \$1,200,000 will be required for the next fiscal year to cover the cost of rent, telegraphing, equipment of offices, stationery, telephones, messenger service, and the multitude of other expenses that enter into the operation of the service.

Transportation of diplomatic and consular officers and clerks.—It is recommended that the appropriation for transportation for diplomatic and consular officers and clerks in going to and returning from their posts or when traveling under orders of the Secretary of State be increased from \$150,000 to \$175,000. The number of officers, and especially of clerks in the Diplomatic and Consular Service, is steadily increasing, and the law provides all officers and clerks in both branches of the service with traveling expenses to and from their posts of duty.

I deem it my duty to emphasize again the importance of a change in the language of the appropriation for transportation so that each officer shall be reimbursed not only for the actual expenses of transportation of himself but also for those of transporting his family and effects, subject to such regulations as the Secretary of State may prescribe. The existing appropriation authorizes the payment of "actual and necessary expenses at the rate of not exceeding 10 cents per mile" of the officer himself. This does not meet the needs of the service on the one hand, because it is even less generous than the old flat rate of 5 cents per mile, and it is objectionable from the standpoint of administration because it requires the accounts to be kept in two forms, namely, a detailed account of actual expenses and a detailed account of mileage at the rate of 10 cents per mile. As stated, the allowance of 10 cents a mile is scarcely sufficient for the transportation of officers alone. All steamship lines have greatly increased their rates. But it is not only in the steamship transportation that the increased expenses occur. Land travel is now subject to many delays. For example, an officer seeking to go from Berne to Marseille was compelled to wait a day and a night in Genoa for accommodations on a train to Marseille. Obviously, the lawful allowance for mileage did not nearly meet that officer's expenses. Another officer who was recently sent to a post in Russia and who was accompanied by his wife and small child incurred an expense for transportation of over \$900, yet under the law the Government reimbursed him for only a portion of that amount.

These cases are merely typical of a large number where the allowance made by the Government is utterly inadequate to meet the expenses of traveling under orders of the department, largely owing to the enforced delays at various points en route and while awaiting the departure of steamships. Under this system nearly every officer transferred from one post to another begins his work at the new post with a large part of his salary already expended, or at least obligated, for traveling expenses. Officers of the Diplomatic and Consular Service have been required to spend thousands of dollars for expenses of the character described in traveling under orders of the department within the last four years, and as a result have suffered hardships which ought not to be imposed even in times of peace, and certainly not at the present time.

International Boundary Commission, United States and Mexico.—The International Boundary Commission, United States and Mexico, has been carrying on its work and at a recent meeting of the joint commission decided to take up the survey of the bancos in the lower valley and at other places below Fort Quitman because of the complaints from the inspectors of customs and immigration officials that they were

unable to determine the location of the international boundary line at many places because of the numerous avulsive changes in the river. It is hoped during the present fiscal year to survey and eliminate practically all the bancos below Fort Quitman and to devote next year mainly to the El Paso Valley and the Colorado River.

It is desired by the American commissioner, whose views are concurred in by the Mexican commissioner, to reestablish and operate gauging stations along the Rio Grande. Because of the revolutions the Mexican Government stopped making these measurements in 1911. They were kept up in an imperfect and desultory manner by the American section until 1914, since which time no measurements have been made. In order that the American Government may be in a position to protect itself in any controversy that, in the near future, may arise with the Mexican Government in regard to the water of the boundary stream, it should have full information in regard to the normal flow of the river at different places and the source of the water; also the amount and source of the flood waters. These facts can be obtained only by taking measurements at gauging stations over a period of years. This work it is estimated will cost about \$10,000 for the next fiscal year.

The residents along the Rio Grande have made numerous demands for the conservation of the water and the irrigation of the fertile valleys lying along the river. The commission desires, therefore, to investigate the dam and reservoir sites as occasion may demand, at a cost of \$5,000. This estimate is also submitted for the consideration of Congress.

The estimate of the commission is, therefore, as follows:

Salaries:

Commissioner.....	\$5,000
Consulting engineer.....	4,800
Secretary and special disbursing officer.....	4,000
Assistant engineer.....	2,500
Clerk and stenographer, El Paso office.....	900
Survey of a portion of the El Paso Valley, including salary special engineer and draftsman.....	20,000
Investigations that may be considered necessary, including that of the Colorado River.....	5,000
Telegraph, telephone, and miscellaneous office expense.....	1,500
Traveling expense.....	3,000
Reestablishing and operating gauging stations along the Rio Grande.....	10,000
Conservation of the water for irrigation of the fertile valleys along the Rio Grande.....	5,000
Total.....	61,700

United States court for China.—It is recommended that the appropriation for the expenses for the United States court for China be increased from \$9,000 to \$10,000 in order that a compilation of the decisions of the court may be prepared and published. During the period of its existence the court has rendered numerous decisions, some of which are very important and of wide application as precedents, but it has not thus far been possible, owing to the lack of appropriation and authority, to have those decisions published in a form that would make them accessible to individuals and other courts. It is desired that this be done without further delay.

Salaries, consuls general, consuls, and vice consuls.—The second most important agency abroad for the protection of American interests and the promotion of good feeling and understanding on the part of the peoples of other nations is the Consular Service. With the approach of peace that service faces a task infinitely greater and more complex than which the like service of any nation has ever confronted. It is generally admitted that we have had for several years the most efficient Consular Service in the world, one which in most respects fully met the needs of the United States and rendered invaluable aid to our commerce. But conditions have now changed. Our responsibilities have been greatly multiplied, our commerce is to be revived, and the greatest merchant marine any nation ever had is to be operated. For all of these reasons we must have a consular service not only capable of dealing successfully with the usual questions and commercial problems, but also one whose personnel is able correctly and adequately to represent abroad the best there is of American life, intelligence, and character. We must rely upon our consuls to a great degree for aid in the expansion of our commerce, but we must also remember that clear understanding and friendship and good will are among the greatest factors in influencing trade and that consuls of the right type, assisted by adequate staffs and appropriately maintained, can be of untold service in this relation.

The existing consular organization is believed to be in the main all that can be desired, but it needs to be greatly expanded by the establishment of additional consulates and vice consulates, by increasing the consular staffs everywhere, and, above all, by increasing the salaries in the lower grades and affording more generous expense allowances in order that the service may attract our young men of real ability, intelligence, and culture. The day of the \$2,000 to \$3,000 consul has long since passed. Within the last few years the Government has lost the services of a number of the most capable men in the Consular Service, who were induced to enter private employment at salaries ranging from twice to three times those that were paid by the Government. While it is well understood that the Government can not enter into actual competition with private corporations, I am quite sure that a modest increase in consular salaries, especially in the lower grades, and more generous treatment of officers in the allowances made to them for transportation would cause many men to remain in the service who otherwise would be attracted to private employment.

In view of the foregoing, I ask that a sufficient sum be provided to enable the President to fix the minimum salary of consul general at \$5,500; that for a consul at \$3,500; and to establish professional vice consulates with salaries of \$3,000, \$2,500, and \$2,000; to create approximately 150 vice consulates in charge of American citizens in lieu of the consular agencies now maintained, a part of which are in charge of Americans and a part of which are in charge of foreigners; to appoint at least 25 additional consuls with an average salary of approximately \$4,000 and to provide 2 additional consular inspectors.

I desire also to urge most strongly that provision be made for the appointment of 25 economic experts, to be paid salaries of \$5,000 a year, whose duty it shall be to act as reporting officers at the most important consulates general and to aid the consuls general in the collection and coordination of information obtained from the other consular officers in the country, as well as through independent investigations. In view of the high commercial activity which will follow the advent of peace, it is probable that even a larger number of expert assistants will be required, but the need for at least 25 economic experts is vouched for by such economic offices as those of the War Trade Board and War Industries Board, which have depended largely upon the Consular Service for economic information. The average consul general is too busy with a multitude of administrative duties to be able to give adequate attention to the full development of the economic work of the consuls under him, and, furthermore, few consuls general possess the training requisite for the kind of work for which there is just now an urgent need. The assignment of economic experts to the offices of the consulates general to take charge of the strictly economic and industrial information work of those offices and to give expert supervision to that branch of the work being done by the consular officers in the country will lead to a development of that branch of the work to a degree that has never before been feasible, with corresponding benefit to American commerce and industry. The expenditure involved, when measured against the dangers which may well be averted and the positive benefits which may result, would indeed be very small, and in this relation it is also pertinent to remark that the means proposed of improving the economic work of the Consular Service is in no sense designed to parallel or duplicate the work now being done by other agencies of the Government, notably those of the Department of Commerce. Irrespective of the investigation work done by that department and its agents for its own purposes, the Consular Service must always continue to be, in addition to the administrative and political work which it must necessarily perform for the Department of State, the principal agency of the Government for the gathering of economic and industrial information for this department, the Department of Commerce, and the entire Government. It is, therefore, of the highest importance that the service be strengthened in every way possible.

The total cost of the foregoing additions to the service as now constituted will be but approximately \$746,000, which is indeed a very modest sum when considered in the light of the benefits which will inevitably result to our commerce and through the improvement of our relations with other nations.

Expenses, consular inspectors.—Congress has for a number of years appropriated \$3,000 a year for the expenses of each consular inspector while engaged in inspecting under the direction of the Secretary of State. The department is now estimating for two additional inspectors, and it is believed that a larger sum should be provided for expenses of the inspectors, in view of the increased cost of transportation and hotel expenses. It is, therefore, recommended that the appropriation for the expenses of inspectors be increased from \$15,000 to \$25,000, a net increase of \$10,000.

Post allowances.—The appropriation of \$700,000 for post allowances for diplomatic and consular officers for the current fiscal year has so far been ample for the purpose, but in view of the increases in the number of secretaries in the Diplomatic Service

and of consular officers and the probability that living expenses in foreign countries will increase rather than decrease during the next year it is strongly urged that Congress grant an increase of \$100,000 in this appropriation. No appropriation made for this department has been of greater assistance in increasing the efficiency as well as in relieving the anxiety of many deserving officers than that made for post allowances.

The appropriation for the current fiscal year is limited to belligerent countries and countries contiguous thereto, including the offices at Hongkong, Saigon, Tsingtau, Dairen, and Vladivostok. A subsequent item in the deficiency bill amended this provision so as to make the appropriation applicable to consular and diplomatic officers "regardless of where stationed and to the officers of the United States Court for China." Inasmuch as some of the countries where the cost of living, not only by reason of the purchase price of supplies but also by reason of the exchange, is increased—such, for example, as Chile—would be exempted from the benefits of the post allowance if the appropriation as originally passed were continued, it is urgently recommended that the limitation as to posts be eliminated and that the appropriation be applicable to all diplomatic and consular officers wherever stationed as well as to officers of the United States Court for China.

Clerk hire, United States consulates.—An increase is recommended in the appropriation for this purpose from \$818,000 to \$1,200,000, the object being to provide, first, for the natural increase in clerical work; second, for clerks for 25 new consulates; third, for clerks for 25 economic experts; and, fourth, for clerical assistance for approximately 150 vice consulates. The lack of adequate clerical service, due to a great degree to insufficient appropriations, has been one of the greatest obstacles to efficiency in the Consular Service for several years. That deficiency must now be remedied and each office put on a businesslike basis by providing adequate clerical assistance and relieving the head of the office of the routine duties and enabling him to interview people and to gather information and give personal attention to matters of real consequence. A consul who is confined to his office by routine duties can not properly fulfill the requirements of his post or render the Government the service which it has the right to expect from him.

Expenses, prisons for American convicts.—When the prison at Shanghai was, by the last appropriation act, placed under the charge of the United States marshal for China, the positions of jailer and assistant jailer were abolished and in lieu thereof a salary for a deputy marshal, \$1,200, was provided. No provision, however, was made for an assistant or second deputy, and it is, of course, necessary that there should be two such officers, as one must be on guard as jailer all the time. It is therefore recommended that provision be made for compensation at \$800 for a second deputy marshal.

It is also desirable that the provision for keeping, feeding, and transportation of prisoners be slightly amended, so that long-term prisoners when transferred to prisons in United States territory may still continue under the jurisdiction of the United States court pending the expiration of their sentences.

Contingent expenses, consulates.—An increase in the appropriation for contingent expenses from \$828,000 to \$1,168,000 is recommended in order to provide for traveling expenses for 25 economic experts at the rate of approximately \$2,000 each per annum; contingent expenses for 25 consulates at the rate of approximately \$2,500 per annum, and for 150 vice consulates at the rate of approximately \$1,500 per annum. Rent, telephonic, telegraphic, and other expenses are not decreasing but are rather increasing. New consulates will have to be equipped and housed, their operating expenses met, and officers in the service will have to be provided with funds for travel in their districts. It is only by generous allowances for operating expenses that the consulates can be made of real value to the Government. It is believed that the estimate herein made is most conservative, and it is hoped that it may be granted.

The International Trade-Marks Registration Bureau.—On August 20, 1910, the fourth national conference of the American States at Buenos Aires formally adopted a convention for the protection of trade-marks. The convention was ratified by the United States on the 21st of March, 1911, and proclaimed by the President on September 16, 1916. It has also been ratified by Cuba, the Dominican Republic, Guatemala, Honduras, Nicaragua, Panama, and Costa Rica. The convention provides for two registration bureaus, one at Habana and one at Rio de Janeiro, and that at Rio de Janeiro was intended to render applications from the 10 Republics of South America, while that at Habana was intended to serve North and Central America and the West Indian Republics. Each bureau was to be established as soon as two-thirds of the countries comprising the group which it was to serve should have ratified the convention. The requirements as to ratification having been met, the Cuban Government, charged with the administrative execution of the convention, was able in the winter of 1917

to initiate the bureau at Habana. On July 6, 1918, the President of Cuba promulgated a law for the initial expenses of the bureau, and in August of the present year a director of the bureau visited Washington and conferred with the appropriate officials of this Government concerning the regulations to carry the convention into effect. The convention provides that the expenses shall be defrayed by the signatory States in the same proportions as that established for the International Bureau of American Republics, namely, all contributions in proportion to population. The total expenses of the bureau are estimated at \$62,000, of which the quota of the United States amounts to \$56,449.54, which this Government is now obligated to pay as a signatory to the convention. It is recommended, therefore, that there be now appropriated the sum of \$56,450 to meet the share of this Government in the expense of maintenance of the International Trade-Mark Registration Bureau.

International Trade-Mark Registration Bureau Building at Habana.—The Cuban Congress has directed the President to cede to the new bureau an adequate and proper parcel of land within the limits of Habana. The President has in mind a lot of land fronting the new presidential palace and now occupied by a park. This lot, which has an area considerably greater than that occupied by the Pan American Union, is worth not less than \$150,000.

In addition, the National Congress has appropriated \$25,000 toward the cost of constructing a building. Thus, the total contribution of Cuba may be estimated at approximately \$175,000.

The construction of a building worthy of the site certain to be assigned, together with its proper furnishing and equipment, can not be estimated, in view of the building situation in recent years, at much less than \$1,000,000. The contribution of the United States to the cost of such a building could not well be less than five times that of Cuba, but if it were possible to appropriate \$825,000, the cost of construction by careful management could be held within the limit suggested, and the United States would have complied fully with its proportionate obligation. The construction of such a building would follow, naturally, an international contest in which architects from all nations might take part—the method followed in the case of the Pan American Union and the recently begun presidential palace of Cuba.

Such a home as is contemplated for the bureau would necessarily be a monument of considerable æsthetic and political value, as well as a secure and spacious edifice for the safeguarding of the precious registration records of industrial property.

The cost of constructing the corresponding bureau at Rio de Janeiro, as well as its cost of maintenance, will, of course, fall upon the Brazilian Government and the Governments composing the southern group.

I have the honor to be, sir,
Your obedient servant,

(Signed)

ROBERT LANSING.

APPENDIX C.

STATEMENT OF BUILDINGS RENTED WITHIN THE DISTRICT OF COLUMBIA FOR THE USE OF THE GOVERNMENT, AS REQUIRED BY THE ACT OF JULY 16, 1892, AND ACT OF MAY 1, 1913.

Buildings rented by the Department of State in the District of Columbia for the fiscal year ended June 30, 1918.

Location of building.	For what purpose.	Annual rental.	Available floor space.	Memorandum.
Brick building, 1653 Pennsylvania Avenue NW.	Offices.....	\$4, 200. 00	<i>Square feet.</i> 9, 798	Includes heat and light.
Lenman Building, 1423 New York Avenue (4 floors).	.....do.....	5, 000. 00	.....	Heat, light, elevator, and janitor service.
Southern Building, Fifteenth and H Streets (4 rooms).	International Joint Commission, American section.....	1, 721. 40	.....	Includes heat, light, elevator, and janitor service.
National Savings and Trust Co. Building, Fifteenth and New York Avenue (3 rooms).	International (Canadian) Boundary Commission.....	2, 240. 00	.....	Do.
Brick building, rear 1518 L Street NW	Garage.....	720. 00	.....	.....
Storage (various).....	Secretary's official car.....	480. 00	.....	.....
Merchants' Transfer & Storage Co.....	Storage.....	180. 00	2, 336	Includes washing and polishing. Storage.
Total.....	.....	14, 544. 40	.....	.....

Buildings rented by the Treasury Department, number of square feet of floor space occupied in each, and the yearly rental per building, the rental per square foot of space, and the assessed value of each building, for fiscal year ending June 30, 1918.

Location of building.	Floor space.	Yearly rental.	Rental per square foot.	Assessed value.
Cox Building, New York Avenue NW., between Seventeenth and Eighteenth Streets (first, second, and third floors occupied by files of the Auditor for the War Department; fourth floor by photograph gallery, Office of the Supervising Architect).....	<i>Square feet.</i> 13, 591	\$2, 150. 00	\$0. 158	\$16, 053. 00
Merchants' Transfer and Storage Building, E Street NW., between Ninth and Tenth Streets (third, fourth, and back part of fifth floors rented; used for files), light, janitor, and elevator service included.....	26, 736	8, 000. 00	. 299	101, 811. 00
Treasury Department stables, 400 Nineteenth Street NW.....	9, 646	1, 200. 00	. 124	10, 821. 00
Munsey Building, F Street NW., between Thirteenth and Fourteenth Streets (entire fourth floor occupied by Coast Guard Service), heat, light, elevator, and janitor service included ¹	10, 500	10, 000. 00	. 952	1, 190, 318. 00
Total.....	.....	21, 350. 00	.....	.....

¹ The Munsey Building space was occupied by the Coast Guard from July 1, 1917, to May 9, 1918, for which rent in the sum of \$8,575.22 was paid. The Coast Guard was then moved to the Bond Building and the balance of the rental for the Munsey Building in the sum of \$1,424.78 was paid for space occupied by the Coast Guard in that building.

INCREASE IN STATUTORY SALARIES.

Rented buildings in the District of Columbia occupied by the United States Treasury Department, Washington, D. C., fiscal year ended June 30, 1918.

Buildings, name and location.	Area (square feet of floor space).	Annual rental.	Annual rental per square foot.	Assessed value of improve- ments.	Purpose for which used.	Services included in rent.
Adams Building, 1335 F Street N.	20,000	\$15,000.00	\$0.75	\$40,000	Bureau of War-Risk Insurance.	Heat and elevator service.
Bond Building, Fourteenth Street and New York Avenue. ¹	40,000	256,772.96	1.42	130,000	Farm Loan Board, Customs Division, Internal Re- venue, Coast Guard, and miscellaneous.	None.
Carroll Institute, 916 Tenth Street.	16,000	6,500.00	.41	26,000	Bureau of War-Risk Insurance.	Do.
Central Coliseum, Seventh and Ninth, B and C Streets. ¹	16,250	18,733.36	1.15	460,000	do.	Heat.
Convention Hall, Fifth and L Streets.	40,000	20,000.00	.50	65,000	Bureau of Internal Revenue.	Do.
Elks Hall, 919 H Street.	20,289	10,000.00	.49	65,000	Bureau of War-Risk Insurance.	None.
L Street Armory. ¹	10,000	1,800.00	.18	48,000	Bureau of Internal Revenue.	Do.
Merchants Building: 913 D Street.	42,000	36,000.00	.86	9,000	Bureau of War-Risk Insurance.	Do.
920 E Street. ¹	26,756	8,000.00	.299	80,000	Storage.	Do.
National Metropolitan Bank Building, 613 Fifteenth Street. ¹	{ 1,600	2,224.00	1.24	280,000	{ War Savings Committee, Federal Reserve Board, Capital Issues Committee.	Heat, light, and elevator service.
Old Business High School, 228-230 First Street.	{ 7,635	9,894.00	1.29			
Old Department of Justice Buildings: 1435 K Street, 1439 K Street, 1000 Vermont Avenue, 1013 Fifteenth Street, rear of 1013 Fifteenth Street. Scottish Rite Cathedral, Third and E Streets. ¹	25,460	25,688.44	1.00	74,500	Bureau of Publicity, Public Health Service.	None.
1345 E Street. ¹	{ 5,446	6,000.00	1.10	12,000	Bureau of Internal Revenue.	Heat and elevator service.
1429 F Street. ¹	{ 2,800	4,200.00	1.50			
1707-1709 New York Avenue.	4,000	1,800.00	.45	5,000	War Savings Committee.	Heat.
1209-1211 Pennsylvania Avenue. ¹	13,922	2,150.00	.15	4,000	Files and photograph gallery.	None.
734 Fifteenth Street. ¹	12,000	6,500.00	.54	13,500	Bureau of Internal Revenue.	Do.
450 Nineteenth Street.	7,000	7,800.00	1.00	10,000	do.	Heat, light, and janitor service.
	9,646	1,200.00	.12	2,500	Stables.	None.
Total.		259,983.76				

¹ Only part of building occupied.

² The annual rental rate of the entire Bond Building was \$56,722.96. Subtenants paid back to the United States for stores on first floor at the annual rate of \$20,770.

Buildings rented by the War Department in the District of Columbia for the fiscal year ending June 30, 1919.

Location.	By whom occupied.	Annual rental.	Floor space.	Rate per square foot.	Assessed valuation of building.	Services included in rent.
610 Seventeenth Street NW. ¹	The Adjutant General's Office.	\$1,500.00	Sq. feet.	\$0.252	\$7,000	None.
719 Fifteenth Street NW., National Savings & Trust Building (3 rooms).	Housing and Health Division.	1,800.00	5,932	1.07	135,000	Heat, light, water, and repairs.
1801 I Street NW. ²	War Credits Board, Advertising Division, Office Secretary of War.	4,500.00	9,560	.47	20,000	None.
Hooe Building and Annex, 1330 F Street NW., except part of first floor and part of basement.	Office Chief of Staff.	35,020.00	110,175	.318	163,400	Water and repairs.
Mills Building and 14 rooms in Mills Building Annex, Seventeenth Street and Pennsylvania Avenue NW.	Supply Division, War Department, and Office Chief of Staff.	29,360.00	53,365	.547	435,666	None.
119 D Street NE. ³	Office of the Chief Signal Officer.	40,000.00	77,000	.519	140,000	None.
Emery Building, First, B, and Second Streets NW. (15 rooms).	The Adjutant General's Office.	6,000.00	35,956	.166	75,000	Repairs to roof only.
Pennsylvania Avenue and John Marshall Place, Ford Building.	Office Chief of Ordnance.	66,768.00	80,000	.83	140,000	Repairs to roof, heat, and most of janitor service.
1912 E Street NW.	Supply Division, War Department.	1,800.00	45,000	.04	12,000	Repairs to roof only.
1205 Fifteenth Street NW. ⁴	Office of the Quartermaster General.	19,737.00	33,500	.619	19,125	Do.
701 Nineteenth Street NW., The Maury's.	Commission on Training Camp Activities.	7,500.00	12,000	.625	25,000	None.
1607 H Street NW. ⁵	Office of the Chief Signal Officer.	6,500.00	5,635	1.15	15,000	All repairs.
310 E Street NW.	Army War College.	780.00	5,500	.14	2,200	Repairs to roof only.
1800 E Street NW., Ordnance Building.	Militia Bureau, Insular Bureau, Inspector General.	22,500.00	45,000	.50	125,000	All repairs.
2028 M Street NW.	War Department stable.	1,200.00	5,112	.23	5,000	None.
1212 G Street NW. ⁷	Office of Chief Signal Officer.	8,500.00	10,000	.85	17,000	None.
Twenty-fourth and M Streets, garage building.	Offices of The Adjutant General and Surgeon General.	12,000.00	48,000	.25	45,000	None.
1703 New York Avenue.	Office of Quartermaster General.	6,000.00	10,134	.59	26,000	None.
22 lots in square 147, Eighteenth and Virginia Avenue.	do.	6,878.12	85,980	.08	\$ 71,139	None.
Square 125, Nineteenth Street, D Street, and Virginia Avenue.	do.	1,350.00	12,822	.105	\$ 55,000	None.
Lot 5, square 170, 1723 New York Avenue.	do.	1,200.00	8,760	.13	\$ 25,000	None.
Total.....		280,894.12	701,131	.....	1,558,530	

¹ Vacated Aug. 22, 1918.² Vacated Sept. 25, 1918.³ Vacated Sept. 15, 1918.⁴ Vacated Sept. 10, 1918.⁵ Vacated Sept. 25, 1918.⁶ Vacated July 22, 1918.⁷ Vacated July 30, 1918.⁸ Ground rent and assessed valuation of land.

Buildings rented by the Engineer Department, United States Army, in the District of Columbia for military purposes during the fiscal year ending June 30, 1918.

Location.	Purpose for which used.	Annual rental.	Area of floor space available for Government use.	Rate paid per square foot of floor space per month.	Assessed valuation of building.	Total assessed valuation of building and ground.	Remarks.
Winter Building, 1435 U Street NW.	General Engineer depot.	\$17,394.38	Sq. ft. 25,424	\$0.057	\$100,500.00	\$126,091.00	Assessed valuation includes value of lot on which depot has erected portable building; no additional rental is being paid for use of this lot.
Glover Building, 1419 F Street NW.	Offices.	6,999.96	8,330	.070	40,500.00	119,706.00	Only 5,330 square feet being used as office; valuation is quoted on entire building.
Warehouse, Fourth and Channing Streets NE.	Storage, Engineer property.	24,160.00	2,400	.0838	108,000.00	119,052.00	Rental includes use of vacant property for storage in addition to warehouse.
Hay house, 1510-1512 Eckington Place.	Temporary storage, Engineer property.	2,400.00	6,500	.0307	.....	.....	Unable to obtain assessed valuation.
Eckington warehouse, 1510-1512 Eckington Place.	Storage, Engineer property.	3,900.00	19,400	.0167	25,500.00	35,087.00	
Total.....		54,854.34		.....	.....	.....

Buildings rented by the Engineer Department, United States Army, in connection with the improvement of rivers and harbors for the fiscal year ending June 30, 1918.

Location of building.	For what purpose used.	Annual rental.	Area of available floor space for Government use.	Rate paid per square foot of floor space per month.	Assessed valuation of building.	Remarks.
10 rooms in Southern Building, Fifteenth and H Streets NW. ¹	Offices of United States district Engineer officer, Washington, D. C., in charge of improvement of Potomac River, etc.	\$6,925	Sq. ft. 3,233	\$0.075	\$1,155,724	Rental paid includes heat, light, elevator and janitor services, but the proportion applicable to these purposes is not known.
5 rooms in Southern Building, Fifteenth and H Streets, NW.	Offices of the Board of Engineers for Rivers and Harbors.	2,670	1,824	.122	1,155,724	Do.
Total.....		5,395		.....	.....

¹ Including storage room in basement.

Buildings rented by the Navy Department in the District of Columbia for the fiscal year 1918.

Location of building.	Space occupied.	Approximate number of square feet available for office use.	Rate per square foot.	Rental per year.	Assessed valuation.	Proportion of rental covering cost of heat, light, elevator and other service.	Purpose for which used.
Southern Building, Fifteenth and H Streets N.W.	Rooms 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 216, 220, 221, 222, 232, 233, 234, 235, 236, 335, 336, 337, 628, 700, 701, 702, 703, 704, 705, 706, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, and 913. Third, fourth, fifth, sixth, seventh, eighth, and ninth floors; also rooms 10, 11, and 12 on second floor and room No. 1 on first floor and 1,786 square feet in basement.	± 19,500	1 \$1.24	\$24,144.96	\$1,155,724.00	Rental includes heat, light, elevator and janitor service; proportion not known.	Occupied by various boards, Office of Naval Communications, and portion of Bureau of Yards and Docks.
American National Bank Building, 1315-1317 F Street N.W.	Second, third, and fourth floors.	28,590	± 1.06	30,252.00	302,675.00	Rental includes heat, light, and elevator service without operators; proportion not known.	Occupied by Bureau of Yards and Docks as offices.
Florida Yulee Neff Building, northwest corner Pennsylvania Avenue and Seventeenth Street N.W. Building at Seventeenth Street and New York Avenue N.W.; known as 522 Seventeenth Street N.W.	Second, third, and fourth floors.	7,369	+ .40	3,000.00	39,946.00	Rental includes heat; proportion not known.	Occupied by part of drafting force, Bureau of Construction and Repair.
Real Estate Trust Building, Fourteenth and H Streets N.W.	Whole building	6,400	.45	2,860.00	14,768.00	None	Do.
		+ 4,600	.....	7,782.00	263,756.00	Rental includes heat, light, elevator and janitor service; proportion not known.	Occupied by part of Bureau of Navigation as offices.
Pope Building, 817 Fourteenth Street N.W.	Second, third, fourth, and fifth floors.	20,000	.63	12,600.00	81,932.00	Rental includes heat, light, and elevator service; proportion not known.	Do.
Maryland Building, 1412-1414 H Street N.W.	Front storeroom on first floor, back room on first floor, and 1 room in basement.	6,580	2 1.30	3 4,500.00	235,180.00	Rental includes heat and light; proportion not known.	Do.

1719 H Street NW	Whole building	9,533	.31	3,000.00	27,142.00	None	Occupied by part of Office of Chief of Naval Operations.
Northwest corner of Jefferson Place and Connecticut Avenue NW.	Rooms 3, 4, 5, 6, 7, and 8.	± 1,100	±1.41	1,632.00	45,000.00	Includes lights to extent of \$2 per month.	Occupied by part of Bureau of Yards and Docks as offices.
Woodward Building.	Rooms 813 and 815.	448	±1.17	528.00		Rental includes heat, light, elevator, and janitor service; proportion not known.	Occupied by part of Bureau of Navigation as offices.
Washington Loan & Trust Co. Building, G and Seventeenth Streets NW.	Second, third, and fourth floors.	9,000	.44	4,000.00		Rental includes heat and light; proportion not known.	Occupied by part of Bureau of Steam Engineering and Civilian Naval Consulting Board.
Navy Annex Building, New York Avenue and Eighteenth Street NW.	Whole building.	103,690	+ .38	40,000.00	190,229.00	None.	Annex for purposes of certain bureaus and offices and U. S. Marine Corps.
Corcoran Courts, New York Avenue next to Corcoran Art Gallery.	do.	17,500		1,224.00	(⁴)		Occupied by Navy disbursing office and Office of Naval Intelligence.
Building on Seventeenth Street next to Court of Claims Building.	do.	7,189	.21	1,500.00	(⁵)		Occupied by supply division.
1206 F Street NW	do.	+ 3,600	+1.00	3,600.00	24,544.00	None	Occupied by part of Bureau of Yards and Docks.
730 Seventeenth Street NW	do.	+ 2,383	+ .50	1,200.00	14,283.00	do.	Occupied by Naval Dispensary.
319-323 Third Street SE	do.	9,450	+ .09	900.00	7,500.00	do.	Occupied as stable and garage by Marine Corps.
Rear 1726 P Street NW	do.	4,312	+ .47	2,064.00	2,489.00	do.	Do.
Evening Star Building, Eleventh and Pennsylvania Avenue NW.	2 rooms.	724	+1.68	1,200.00		Rental includes heat, light, and elevator service; proportion not known.	Occupied by Marine Corps as recruiting office.
Total.				150,006.96			

¹ Average rate.² Average price per square foot.³ \$4,500 for front store; \$4,020 for balance of premises.⁴ Land only leased.⁵ Land only is leased; building erected by Government.

Buildings rented by the Department of the Interior in the District of Columbia for the fiscal year 1918.

Bureau.	Location.	Assessed valuation of property.		Area.	Rental per annum.	Rate per square foot.	What proportion rental paid includes heat, light, elevator, and other service.
		Building.	Land.				
Reclamation Service.	Northwest corner Eighth and E Streets NW	\$30,000	\$28,808	<i>Square feet.</i> 20,000	\$7,800	\$0.38	Includes janitor and elevator service.
Civil Service Commission.	1724 F Street NW	110,000	11,221	46,946	16,875	.35	None.
United States Courthouse.	Emery Building, B Street NW, between First and Second Buildings	75,000	108,350	53,700	8,000	.14	None.
Recorder of deeds.	Century Building, 412 Fifth Street NW. (first, second, third, and fourth floors)	32,000	6,552	7,000	5,000	.71	Includes light, heat, and elevator service.
Interior Department garage and storage of Patent Office models.	627-629 G Street NW. (first floor)	15,000	20,700	9,402	2,400	.25	None.
Total.					40,075		

Buildings rented by the Post-Office Department in the District of Columbia for the fiscal year 1919.

Location of building.	For what purpose used.	Annual rental.	Available for Government use.	Rate paid per square foot.	Assessed valuation.	Proportion of rental includes heat, light, elevator, etc., service.
1520 L Street NW. (rear).....	Department stable.....	\$360	Square feet. 1,148	\$0.31	\$2,061	None.
Twelfth and Monroe Streets NE.....	Brookland Station, city post office.....	600	1,224	.49	13,000	Not known. ¹
6918 Fourth Street NW.....	Takoma Park Station, city post office.....	780	1,275	.61	1,535	Do. ¹
1319 New York Avenue NW.....	New York Avenue Station, city post office.....	2,000	1,626	1.23	137,317	Do. ²
1438 U Street NW.....	U Street Station, city post office.....	1,800	950	1.90	79,566	Do. ³
2018 Nichols Avenue SE.....	Anacostia Station, city post office.....	600	1,360	.44	3,406	Do. ⁴
514 Eleventh Street NW.....	Eleventh Street Station, city post office.....	2,500	2,134	1.17	495,220	Do. ²
1716 Pennsylvania Avenue NW.....	Pennsylvania Avenue Station, city post office.....	2,000	900	2.22	21,225	Do. ¹
128 Q Street NE.....	Garage, city post office.....	4,300	10,600	.40	43,100	None.
118 Q Street NE.....	do.....	5,100	8,000	.66	8,250	None.
Total.....	.....	20,040	.....	.....	.....	.....

¹ Including equipment, heat, and light.² Including heat only.³ Including equipment and heat.⁴ Including equipment but not heat and light.

Buildings rented by the Department of Agriculture in the District of Columbia for the fiscal year 1919.

Name or location of building.	Purpose for which used.	Floor space (gross).	Annual rental.	Annual rental per square foot.	Assessed valuation of buildings and grounds.	Proportion of rental covering cost of heat, light, water, elevator, or other service.
135 B Street SW	Bureau of Markets, department library, Bureau of Plant Industry, Bureau of Biological Survey, Bureau of Crop Estimates, Division of Publications (offices and laboratories).	<i>Square feet.</i> 83,955	\$35,360.00	\$0.397	\$187,179.00	(1)
220 Fourteenth Street SW	Bureau of Plant Industry, States Relations Service (office and storage).	55,603	20,000.00	.36	122,196.00	(1)
Atlantic Building, 480 F Street NW. Homer Building, 601 Thirteenth Street NW. (portion of second and third floors).	Forest Service (offices)..... Bureau of Markets, Bureau of Plant Industry (offices).....	45,310 19,819	22,500.00 17,000.00	.496 .857	138,670.00 869,100.00	2 \$10,000.00 300.00
216 Thirteenth Street SW	Bureau of Chemistry (offices and laboratories).....	56,154	16,000.00	.284	97,861.00	(1)
Busch Building, 710 E Street NW	Bureau of Animal Industry, Bureau of Soils (offices and storage).	36,149	12,000.00	.331	83,010.00	(1)
Willard Building, 513-515 Fourteenth Street NW	Bureau of Public Roads (offices and laboratories).....	33,851	9,500.00	.281	161,836.00	(1)
Globe Building, 339 Pennsylvania Avenue NW	Bureau of Plant Industry (packaging, assembling, and mailing seeds; storage).	39,279	4,800.00	.122	27,312.00	(1)
215 Thirteenth Street SW	Division of Publications (offices and storage).....	18,258	4,000.00	.218	21,287.00	(1)
1316 B Street SW	Office of the Solicitor (offices and storage).....	9,792	3,000.00	.306	18,004.00	(1)
220 Thirteenth Street SW	Insecticide and Fungicide Board, Bureau of Chemistry (offices and laboratories).	9,843	3,000.00	.304	17,045.00	(1)
200-202 Fourteenth Street SW	Bureau of Plant Industry, States Relations Service, Federal Horticultural Board, Bureau of Biological Survey, Office of Forest Appeals (offices and laboratories).	14,077	3,000.00	.212	21,435.00	(1)
1350 B Street SW	Bureau of Animal Industry (offices).....	6,405	2,700.00	.421	19,790.00	(1)
1304-1306 B Street SW	Office of Plant Industry (offices and storage).....	13,010	2,500.00	.192	21,669.00	(1)
224 Twelfth Street SW	Office of Farm Management (offices and storage).....	11,894	2,500.00	.21	17,078.00	(1)
215 Twelfth Street SW	Office of Farm Management (offices).....	2,810	450.00	.16	3,616.00	(1)
217 Twelfth Street SW	Office of Farm Management, Office of Exhibits (offices).....	2,596	450.00	.173	4,716.00	(1)
Munsey Building, room 638	Bureau of Animal Industry (offices).....	366	420.00	1.15	1,240,346.00	100.00
221 Linworth Place SW	Bureau of Markets, Bureau of Animal Industry (offices, warehouse, cotton and paper work).	22,067	5,400.00	.245	31,287.00	(1)
220 Linworth Place SW	Bureau of Markets, Bureau of Animal Industry, office of the Secretary (storage).	15,820	3,750.00	.237	19,176.00	(1)
Terminal Storage Warehouse, E Street between Eleventh and Twelfth Streets SW. 1315 C Street NW	Bureau of Markets (storage of cotton and paper)..... Bureau of Markets (storage of cotton).....	4,519 3,680	1,200.00 1,000.00	.265 .271	271,570.00 6,564.00	(1) (1)
212-214 Thirteenth Street SW	Bureau of Chemistry (supply room and storage).....	9,002	960.00	.106	8,758.00	(1)
Rear 215 Twelfth Street SW	Bureau of Chemistry, Bureau of Biological Survey, and Bureau of Markets (storage).	2,906	600.00	.206	3,402.00	(1)

929 Seventh Street SW.....	Bureau of Soils, Bureau of Animal Industry, Bureau of Public Roads (storage).....	8,553	600.00	.07	16,333.00	(1)
2511 M Street NW.....	Weather Bureau (storage).....	2,332	500.00	.214	3,092.00	(1)
920 F Street NW. (portion of basement).....	Forest Service (storage).....	930	420.00	.451	62,512.00	(1)
Rear 913 E Street NW.....	Forest Service (workshop).....	1,474	270.00	.185	2,800.00	(1)
Rear 1228 C Street SW.....	Bureau of Public Roads (storage).....	1,200	144.00	.12	3,400.00	(1)
215 Linworth Place SW.....	Bureau of Animal Industry (storage).....	975	300.00	.307	3,083.00	(1)
Rear 349 Pennsylvania Avenue NW.....	Bureau of Plant Industry (auto-truck storage).....	233	84.00	.36	500.00	(1)
1312 B Street SW.....	States Relations Service (offices).....	3,000	1,000.00	.333	5,876.00	(1)
Bank of Commerce and Savings, Seventh and E Streets NW.....	Bureau of Markets (offices).....	6,800	5,200.00	.764	122,880.00	(1)
Legal Building, Eighth and G Streets NW.....	do.....	8,100	7,000.00	.864	35,952.00	(1)
1120 Virginia Avenue SW.....	Bureau of Entomology (offices).....	2,800	540.00	.192	3,738.00	(1)
1227 F Street NW. (Homer Building) (room in basement).....	Bureau of Markets (storage).....	3,600	900.00	.25	\$69,100.00	(1)
224 Fourteenth Street SW.....	States Relations Service (offices).....	2,100	840.00	.40	5,745.00	(1)
1369 C Street SW.....	Bureau of Markets (offices and laboratories).....	2,057	720.00	.35	3,291.00	(1)
Total amount paid for rent in the District of Columbia.....			190,608.00			

1 None.

2 Approximately.

Average rental, 33.6 cents per square foot.

Buildings rented within the District of Columbia for the use of the Department of Commerce for the fiscal year 1918.

Building.	Rental.	Available floor space for Government use.	Rate per square foot.	Assessed valuation of building.	Proportion of rental paid for heat, light, elevator, or other service.	For what purpose used.
Commerce Building.....	\$65,500.00	Square feet. 178,275.4	\$0.367	\$444,236.00	None.....	Main building of the department and all the bureaus thereof, except the Bureau of Fisheries, Coast and Geodetic Survey, and Bureau of Standards.
Stables.....	1,000.00	6,450.0	.155	5,500.00	None.....	Storage.
Second floor of Chr. Heurich Brewing Co.'s stables.....	1,225.30	4,900.0	.25			
Total.....	67,775.00					

Buildings rented within the District of Columbia for the use of the Department of Labor for the fiscal year 1919.

Location of building.	For what purpose used.	Floor space.	Annual rental.	Rate per square foot.	Assessed valuation.	Remarks.
1712-1722 G Street NW	Offices....	<i>Square feet.</i> 84,981	\$24,000.00	\$0.2827	\$206,814.00	Rent does not include heat, light, elevator, or other service.
Hotel Gordon, 916 Sixteenth Street NW	do.....	38,900	19,440.00	.4997	128,476.00	Do.
1312 Massachusetts Avenue NW	do.....	15,740	7,000.00	.4447	46,044.00	Do.
1307 H Street NW	do.....	5,547	6,500.00	1.718	72,416.00	Do.
1706 G Street NW	do.....	7,200	3,600.00	.50	12,678.00	Do.
Southern Building, rooms 206-212, 900, 919, 929, 930, and 931	do.....	5,017	6,522.10	1.30	.....	Includes heat, light, elevator, and janitor service.
Ouray Building, rooms 204, 206-211, 503, 505-514, 601, 504, and 606.	do.....	5,229	6,390.00	1.222	.....	Do.
Washington Loan and Trust Building, 618 Seventeenth Street NW, second, third, and fourth floors.	do.....	9,000	4,000.00	.4444	.....	Do.
613 G Street NW, fourth and fifth floors	do.....	40,000	24,000.00	.60	.....	Do.
Total.....			101,452.10	.....	.....

Buildings rented by the Department of Justice in Washington, D. C., including the Customs Court, for the fiscal year beginning July 1, 1918.

Buildings.	Annual rental.	Floor space.	Rate per square foot.	Assessed valuation.	Remarks.
Vermont Avenue and K Street NW	\$36,000.00	<i>Square feet.</i> 111,070	\$0.3241	\$292,639.00	Rent pays for building only; heat, light, and janitor service included.
Customs Court, National Savings and Trust Building, Fifteenth Street and New York Avenue NW.	7,000.00	12,348	.5668	407,340.00	Includes heat, light, and elevator service.
Total.....	43,000.00	123,418	.....	699,979.00	

List of buildings rented in the District of Columbia.

Location.	Purpose.	Annual rental.	Location.	Purpose.	Annual rental.
Rear 1116 Fifteenth Street NW.....	Executive and miscellaneous.	\$96.00	Rear 452 P Street NW.....	Executive and miscellaneous.	\$96.00
Rear 721 Fourteenth Street NW.....	do.	240.00	Rear 525 New Jersey Avenue NW.....	do.	120.00
Rear 412 H Street NW.....	do.	48.00	Rear 339 N Street NW.....	do.	96.00
Rear 1211 C Street NW.....	do.	60.00	Rear 1515 L Street NW.....	do.	120.00
Rear 1401 Columbia Court NW.....	do.	96.00	Nos. 321, 323, 325 Thirteenth Street NW.....	do.	840.00
Rear 1829 T Street NW.....	do.	120.00	No. 203 I Street NW.....	do.	2,000.00
Rear 1237 Twentieth Street NW.....	do.	120.00	No. 323 John Marshall Place.....	do.	3,000.00
Rear 713 Twentieth Street NW.....	do.	144.00	No. 315 John Marshall Place.....	do.	250.00
Rear 718 Twentieth Street NW.....	do.	120.00	No. 928 M Street NW.....	do.	1,140.00
Rear 458 C Street NW.....	do.	72.00	Total executive and miscellaneous.....		8,748.00

Statement of buildings rented by the Interstate Commerce Commission in the District of Columbia for the fiscal year ending June 30, 1919.

Name and location.	Purpose.	Annual rental.	Floor space.	Rate per square foot.	Assessed value of land and building.	Remarks.
Interstate Commerce Commission Building, Eighteenth Street and Pennsylvania Avenue NW. (lot 47, square 168), 11 stories and basement.	Offices.....	\$72,058.04	Square feet. 198,506.9	\$0.363	{ 1 \$68,064.00 + 435,000.00	{ Rent does not include heat, light, and elevator service. Building operated by Interstate Commerce Commission.
Total.....					503,064.00	

¹ Assessed value of land.² Assessed value of building.

Buildings rented by the Federal Trade Commission in the District of Columbia for the fiscal year ending June 30, 1919.

Location of building.	For what purpose used.	Annual rental.	Area of floor space.	Rate per square foot per annum.	Assessed value of land and building.	Remarks.
Fifteenth and K Streets NW. (Davidson Building).....	Offices.....	\$22,650.00	<i>Square feet.</i> 36,819	\$0.6151	{ ¹ \$40,391.00 2 115,000.00	} Includes heat, water.
Southern Building (Fifteenth and H Streets NW.) 20 rooms.	do.....	12,484.00	9,337	1.3370	{ ¹ 663,360.00 2 530,000.00	} Includes, heat, light, water, janitor, elevator.
Total.....		35,134.00				

¹ Assessed value of land.

² Assessed value of building.

Statement of buildings rented by the Alien-Property Custodian in the District of Columbia for the fiscal year ending June 30, 1919.

Location of building.	For what purpose used.	Annual rental.	Available floor space.	Rate per square foot.	Assessed valuation.	Remarks.
1424 Sixteenth Street NW.	Main offices.....	\$30,000.00	<i>Square feet.</i> 45,496	\$0.66	\$126,264.00	Rental does not include heat, light, or other service.
1758 N Street NW.....	Bureau of investigation..	1,200.00	3,582	.33½	16,216.00	Do.
Total.....		31,200.00				

Quarters rented by the Council of National Defense during the fiscal year ending June 30, 1919.

Location.	Purposes for which used.	Assessed valuation of building.	Number of square feet.	Annual rental.	Rate per square foot.	Remarks.
Munsey Building, 11 rooms.....	Offices.....	\$1,240,318.00	2,634	\$6,840.00	\$2.60	Includes light, heat, water, elevator, and janitor service.
1301-b Connecticut Avenue, 1 room.....	do.....	25,165,144.00	660	1,500.00	2.27	Includes heat.
1732-1734 M Street N.W., 2 rooms.....	do.....	22,631.00	1,386	1,800.00	1.30	Do.
1217 Connecticut Avenue.....	do.....	25,216.00	9,200	6,000.00	.65	Do.
Total.....				16,140.00		

Recapitulation.

Department.	Amount.	Department.	Amount.
State Department.....	\$14,544.40	Department of Labor.....	\$101,452.10
Treasury Department.....	281,333.76	Department of Justice.....	43,000.00
War Department.....	280,894.00	Council of National Defense.....	49,140.00
Engineer Department, United States Army.....	60,449.34	Federal Trade Commission.....	33,134.00
Quartermaster Corps, United States Army.....	79,250.10	Allen Property Custodian.....	31,200.00
Navy Department.....	150,006.95	Interstate Commerce Commission.....	72,668.04
Interior Department.....	40,075.00	District of Columbia.....	8,748.00
Post Office Department.....	20,040.00	Total.....	1,492,708.70
Department of Agriculture.....	190,608.00		
Department of Commerce.....	67,775.00		

APPENDIX D.

REPORTS RECEIVED UNDER SECTION 2, ACT OF JULY 11, 1890 (26 STAT., 268), "OF EMPLOYEES BELOW A FAIR STANDARD OF EFFICIENCY," AND UNDER SECTION 7, ACT OF MARCH 2, 1895 (28 STAT., 808), "OF CONDITION OF BUSINESS," AND "OF DETAIL OF EMPLOYEES."

TREASURY DEPARTMENT.

TREASURY DEPARTMENT,
Washington, October 21, 1918.

The SECRETARY OF THE TREASURY.

SIR: To accompany the estimates of appropriations, statement showing the condition of business and as to what portion of same is in arrears is herewith submitted:

Division of Chief Clerk.—The work of this division is up to date.

Division of Cashier.—The work of this division is up to date, with the exception of that relating to the collection of checks, which is 10 days in arrears, and the assortment of paper currency received for redemption, which is one month in arrears.

Division of Banks, Loans, and Postal Savings.—The work of this division is up to date, with the exception of that in relation to the public debt, which is one week in arrears.

Division of Accounting.—The work of this division is up to date, with the exception of that relating to the statement of disbursing officers' accounts, which is three weeks in arrears, and the work in relation to the stoppages of payment of checks, which is one week in arrears.

Division of General Accounts.—The work of this division is up to date.

Division of Redemption.—The work of this division is up to date.

Division of Issue.—The work of this division is up to date.

National Bank Redemption Agency.—The work of this division is up to date.

Respectfully,

JOHN BURKE, *Treasurer.*

TREASURY DEPARTMENT,
OFFICE OF THE SECRETARY,
Washington, October 25, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to transmit herewith for publication in the Book of Estimates the following information:

Employees of this department detailed from one bureau or office to another for one year or more on July 1, 1918.

Number.	Position.	Salary.	From office of—	To office of—
1	Confidential clerk	\$2,500	Director Bureau of Engraving and Printing.	Assistant Secretary.
1	Clerk.....	1,200	Commissioner of Internal Revenue.....	Secretary of the Treasury.
1	Skilled laborer...	840	Auditor for Post Office Department.....	Do.

Officers of the department whose quarterly reports for the fiscal year 1918 showed arrears of work in their respective offices during the several quarters of the year:

Chief of Division of Loans and Currency, Secretary's office.

Chief of Division of Printing and Stationery, Secretary's office.

Chief of Division of Public Monies, Secretary's office.

Comptroller of the Treasury.

Comptroller of the Currency.

Commissioner of Internal Revenue.

Captain Commandant of the United States Coast Guard.

Treasurer of the United States.

Register of the Treasury.

Supervising Architect.

Auditor for the Treasury Department.

Auditor for the War Department.

Auditor for the Navy Department.

Auditor for the Interior Department.
Auditor for the State and Other Departments.
Bureau of War Risk Insurance.

Respectfully,

J. E. HARPER,
Chief, Division of Appointments.

TREASURY DEPARTMENT,
Washington, November 27, 1918.

The SECRETARY OF THE TREASURY.

SIR: In compliance with the provisions of section 2 of the act of July 11, 1890 (26 Stat., 268), I have the honor to submit herewith a report of employees of this department who, according to the statements of the heads of bureaus and chiefs of divisions, are considered below a fair standard of efficiency in their respective grades:

Auditor for the Navy Department:		Loans and Currency:	
Assistant chief, Claims		1 clerk, class 1.....	\$1,200.00
Division.....	\$2,000.00	2 clerks, class E.....	1,000.00
1 clerk, class 4.....	1,800.00	Chief Clerk and Superintendent:	
2 clerks, class 3.....	1,600.00	1 skilled laborer.....	
4 clerks, class D.....	900.00	2 laborers.....	
3 clerks, class E.....	1,000.00	4 watchmen.....	
Auditor for the Interior Department:		2 charwomen.....	
2 clerks, class 1.....	1,200.00	Bureau of Engraving and Printing:	
Auditor for the State and Other Departments:		1 watchman.....	720.00
1 clerk, class 3.....	1,600.00	1 forewoman of charwomen.....	540.00
1 clerk, class 2.....	1,400.00	3 charwomen.....	400.00
Auditor for the Treasury Department:		3 charwomen.....	300.00
1 clerk, class E.....	1,000.00	2 laborers.....	540.00
Auditor for the War Department:		1 engraver.....	1 7.99
1 clerk, class 2.....	1,400.00	1 foreman.....	1 7.03
3 clerks, class 1.....	1,200.00	1 pressman.....	1 5.25
1 clerk, class D.....	900.00	2 skilled helpers.....	1 2.88
1 clerk, class E.....	1,000.00	1 skilled helper.....	1 2.80
United States Guard:		2 skilled helpers.....	1 2.75
1 clerk, class.....	1,600.00	5 skilled helpers.....	1 2.56
3 clerks, class E.....	1,000.00	4 operatives.....	1 2.50
1 clerk, class D.....	900.00	1 press cleaner.....	1 2.31
Customs Division:		1 coal passer.....	1 2.11
1 clerk.....	2,000.00	1 dressing-room attendant.....	1 1.28
1 clerk, class 4.....	1,800.00	Auditor for the Post Office Department:	
2 clerks, class 1.....	1,200.00	2 clerks, class 3.....	1,600.00
Printing and Stationery:		7 clerks, class 2.....	1,400.00
1 clerk, class 4.....	1,800.00	8 clerks, class 1.....	1,200.00
Public Moneys:		9 clerks, class E.....	1,000.00
1 clerk, class E.....	1,000.00	3 clerks, class D.....	900.00
Public Health Service:		..... Do.....	900.00
1 clerk, class 1.....	1,200.00	1 skilled laborer.....	720.00
Register of the Treasury:		2 skilled laborers.....	660.00
4 clerks, class E.....	1,000.00	Bureau of Internal Revenue:	
2 clerks, class D.....	900.00	1 clerk.....	2,000.00
Treasurer of the United States:		1 clerk, class 4.....	1,800.00
2 clerks, class 4.....	1,800.00	4 clerks, class 3.....	1,600.00
1 clerk, class 2.....	1,400.00	2 clerks, class 2.....	1,400.00
2 clerks, class 1.....	1,200.00	5 clerks, class 1.....	1,200.00
1 clerk.....	1,100.00	1 clerk.....	1,100.00
2 clerks, class D.....	900.00	14 clerks, class E.....	1,000.00
1 messenger.....	840.00	3 clerks, class D.....	900.00
1 assistant messenger.....	720.00		

1 Per diem.

The following offices report that there are no employees therein who are below a fair standard of efficiency:

Secretary.
 Assistant to the Secretary.
 Assistant Secretary Leffingwell.
 Assistant Secretary Moyle.
 Assistant Secretary Rowe.
 Assistant Secretary Love.
 Appointment Division.
 Bureau of War-Risk Insurance.
 Bookkeeping and Warrants.
 Comptroller of the Currency.
 Comptroller of the Treasury.
 Disbursing clerk.
 Federal Farm Loan Bureau.

General Supply Committee.
 Government actuary.
 International High Commission.
 Mint Bureau.
 Secret Service Division.
 Supervising Architect.
 Surety Bonds.
 Mail and Files.
 War Loan Organization.
 War Savings Committee.
 Publicity Bureau.
 Women's Liberty Loan Committee.

Respectfully,

PAUL F. MYERS,
Chief Clerk.

WAR DEPARTMENT.

WAR DEPARTMENT,
Washington, October 19, 1918.

The SECRETARY OF THE TREASURY.

SIR: In compliance with the provisions of section 2 of the act approved July 11, 1890 (26 Stat., p. 268), I have the honor to report for the information of Congress that there is no employee in the War Department, except in the Quartermaster Corps, who is below a fair standard of efficiency. The Quartermaster Corps reports that the number of employees in that corps who are below the fair standard of efficiency can not be stated because the urgency of their work and the frequency with which the personnel is changing during the present emergency makes it impossible to answer this question definitely.

In compliance with the requirements of section 7 of the act approved March 2, 1895 (28 Stat., p. 808), I have also to report that part of the current work is in arrears in The Adjutant General's office and the office of the Director of Aircraft Production, and that a small part of the current work is in arrears in the Quartermaster Corps, for the reason that it has been found impossible to obtain the total number of employees required for the work of that corps. This condition is due to the increased functions and duties devolving upon the department as a result of the present emergency. No employees who are appropriated for in one bureau or office have been detailed to another bureau or office for a period exceeding one year.

Very respectfully,

NEWTON D. BAKER,
Secretary of War.

NAVY DEPARTMENT.

NAVY DEPARTMENT,
Washington, October 15, 1918.

SIR: In accordance with the requirements of section 7 of the act of March 2, 1895 (28 Stat., 808), I have to report that, considering existing circumstances, the work in all bureaus and offices is very well in hand. Work in certain lines is bound to be somewhat in arrears, but with the large forces now employed it is believed that with continued untiring effort, restriction of annual leave, overtime, and the employment of shifts, the work will be kept up quite satisfactorily.

In accordance with the requirements of section 2 of the act of July 11, 1899 (26 Stat., 268), I have to report that in so far as I have been able to ascertain none of the employees of this department is below a fair standard of efficiency.

In accordance with the requirements of section 7 of the act of March 2, 1895 (28 Stat., 808), I have to report that the following positions have been filled by detail for a period of more than one year, viz:

One clerk, at \$840, from Solicitor's office to Secretary's office.

One clerk, at \$1,400, from Solicitor's office to Judge Advocate General's office and to Secretary's office.

One clerk, at \$1,000, from Judge Advocate General's office to Solicitor's office.
 One clerk, at \$1,800, from Judge Advocate General's office to Secretary's office.
 1 clerk, at \$900, from Secretary's office to Solicitor's office.
 1 clerk, at \$1,600, from Secretary's office to Judge Advocate General's office.
 1 clerk, at \$1,400, from Secretary's office to Bureau of Supplies and Accounts.
 1 clerk, at \$1,600, from Bureau of Steam Engineering to Secretary's office.
 1 clerk, at \$1,600, from Bureau of Supplies and Accounts to Secretary's office.
 1 copyist, at \$840, from Bureau of Supplies and Accounts to Office of Naval Records and Library.

Respectfully, yours,

JOSEPHUS DANIELS.

The SECRETARY OF THE TREASURY.

DEPARTMENT OF THE INTERIOR.

DEPARTMENT OF THE INTERIOR,

Washington, October 3, 1918.

DEAR MR. SECRETARY: In compliance with the provisions of the act approved July 11, 1890 (26 Stat., 268), I have the honor to submit herewith a report of employees of this department who, according to the statements of the bureau chiefs and the chief clerk of the department, are considered below a fair standard of efficiency in their respective grades:

Office of the Secretary:

1 clerk.....	\$1,200.00
1 sergeant of watch.....	750.00
12 watchmen.....	720.00
1 assistant messenger (Interior Department Building roll).....	720.00
1 carpenter (Interior Department Building roll).....	900.00
1 skilled mechanic—plumber.....	900.00
1 skilled mechanic.....	720.00
1 elevator conductor.....	720.00
2 laborers (1 on regular roll and 1 on Interior Department Building roll).....	660.00
1 gardener.....	600.00
1 laborer (Interior Department Building roll).....	540.00
5 female laborers (Interior Department Building roll).....	400.00
4 charwomen (Interior Department Building roll).....	240.00

Pension Office:

2 clerks.....	\$1,000.00
5 clerks.....	1,400.00
6 clerks.....	1,200.00
7 clerks.....	1,000.00
5 copyists.....	900.00
4 assistant messengers.....	720.00
1 skilled laborer.....	660.00

Patent Office:

1 clerk.....	1,800.00
4 clerks.....	1,000.00
8 copyists.....	900.00
1 copyist.....	720.00
7 assistant messengers.....	720.00
1 laborer (classified).....	600.00

Bureau of Education:

2 clerks.....	1,200.00
1 skilled laborer.....	840.00

St. Elizabeths Hospital:

1 assistant engineer.....	840.00
1 assistant steam fitter.....	780.00
1 oiler.....	600.00
3 firemen.....	600.00

The following bureaus, offices, and institutions report that there are no employees therein who are below a fair standard of efficiency: General Land Office, Office of Indian Affairs, Geological Survey, Reclamation Service, Bureau of Mines, Office of Superintendent of Capitol Building and Grounds, National Park Service in Washington, Freedmen's Hospital, Howard University, Alaskan Engineering Commission.

Cordially, yours,

S. G. HOPKINS,
Assistant Secretary.

Hon. WILLIAM G. MCADOO,
Secretary of the Treasury.

DEPARTMENT OF THE INTERIOR,
Washington, October 10, 1918.

Hon. WILLIAM G. McADOO,
Secretary of the Treasury, Washington, D. C.

DEAR MR. SECRETARY: In compliance with the provisions of the act of March 2, 1895 (28 Stat., 808), there is transmitted herewith a list of employees of this department on detail from their respective offices on July 1, 1918, for a period exceeding one year.

Cordially, yours,

FRANKLIN K. LANE, *Secretary.*

Employee.	Designation.	Salary.	Bureau detailed from.	Detailed to—
Manning, Thomas R.	Clerk	\$1,600	Office of Secretary.	Office of Solicitor.
Schuttrumpf, William J.	do.	1,600	do.	Do.
Green, Thomas A.	do.	1,200	do.	Do.
Napier, Miss Maud.	do.	1,200	do.	Do.
Gordon, Mrs. Julia L.	Assistant messenger.	720	do.	Patent Office.
Williamson, Isaac E.	Laborer (classified).	660	do.	Bureau of Education.
Schweickert, George C.	Clerk	1,600	do.	National Park Service.
Wilt, Noble J.	do.	1,400	do.	Do.
Bergin, Frank J.	Assistant attorney.	2,000	Office of Solicitor.	Office of Secretary.
Culver, Eugene L.	do.	2,000	do.	General Land Office.
Holcombe, John W.	do.	2,000	do.	Office of Indian Affairs.
Palmer, LeRoy A.	do.	2,000	do.	Do.
Rapp, William B.	Copyist.	900	General Land Office.	Office of Secretary.
Van Wie, John P.	Clerk	900	Office of Indian Affairs.	Do.
Allaire, Auguste.	do.	1,000	do.	General Land Office.
O'Connor, Charles E.	Medical examiner.	1,800	Pension Office.	Office of Secretary.
Allen, Clarence G.	Clerk	1,600	do.	Do.
Cannon, Mrs. Johnnie.	do.	1,400	do.	Do.
Kerr, Dennis M.	do.	1,800	do.	Senate Committee on Pensions.
Cobb, William McKinley.	do.	1,800	do.	House of Representatives Committee on Pensions.
Ives, Norman E.	do.	1,600	do.	House of Representatives Committee on Invalid Pensions.
Reinhart, Lawrence J., jr.	Messenger boy.	600	Geological Survey.	Office of Secretary.
Stumph, Louis.	do.	600	do.	Do.
Walsh, Malcolm D.	Assistant map printer	600	do.	Do.
Yard, Robert S.	Editorial assistant.	300	do.	National Park Service.

DEPARTMENT OF THE INTERIOR,
Washington, October 1, 1918.

Hon. WILLIAM G. McADOO,
Secretary of the Treasury.

MY DEAR MR. SECRETARY: In compliance with the requirements of section 7 of the act of Congress approved March 2, 1895 (28 Stat., 808), I have the honor to state that the work in this department is substantially current with the exception of the returns office, the office of the Solicitor of the Department, the General Land Office, the Bureau of Pensions, and the Patent Office. The work in the bureaus and offices named is, however, being expeditiously prosecuted and the arrearages gradually reduced.

Cordially, yours,

S. G. HOPKINS,
Assistant Secretary.

POST OFFICE DEPARTMENT.

OFFICE OF THE POSTMASTER GENERAL,
Washington, D. C., October 14, 1918.

Hon. WILLIAM G. McADOO,
Secretary of the Treasury, Washington, D. C.

MY DEAR MR. McADOO: In accordance with the terms of the act of March 15, 1893, I have the honor to report that the work of the Post Office Department was several weeks in arrears at the expiration of the quarter ended September 30, 1918.

You are further informed that, based on efficiency ratings, there are no employees of this department who are below a fair standard within the meaning of the act of July 11, 1890.

Yours, very truly,

J. C. KOONS,
Acting Postmaster General.

DEPARTMENT OF AGRICULTURE.

DEPARTMENT OF AGRICULTURE,
Washington, October 15, 1918.

The SECRETARY OF THE TREASURY.

SIR: I have the honor to transmit herewith the estimates of appropriations for the Department of Agriculture for the fiscal year ending June 30, 1920 * * *:

EFFICIENCY OF EMPLOYEES.

In accordance with section 2 of the act of July 11, 1890 (26 Stat., p. 268), I have to report that the following employees are below a fair standard of efficiency: Office of the Secretary, 1 charwoman, at \$240 per annum; Forest Service, 1 clerk, at \$1,100 per annum.

As required by section 7 of the act approved March 2, 1895 (28 Stat., p. 808), I have to submit the following reports concerning the condition of business and detail of employees:

CONDITION OF BUSINESS.

The business of the department generally is not in arrears. In the mechanical shops there is some uncompleted work. This is due largely to delays in getting necessary materials and to the natural increase in the amount of work without a corresponding increase in the force.

DETAIL OF EMPLOYEES.

No employees appropriated for in one bureau or office have been detailed to another bureau or office, except those whose details are specifically authorized by law.

MATERIAL FURNISHED NAVY AND ALASKA RAILWAY COMMISSION.

In accordance with the provisions of the act approved March 4, 1915 (38 Stat., p. 1100), requiring a report of the quantity and market value of earth, stone, and timber furnished from the national forests to the Navy, and for use in the construction of railways and other Government works in Alaska, I have to state that no earth, stone, or timber was furnished from the national forests to the Navy Department for use of the Navy during the fiscal year ended June 30, 1918.

Timber to the extent of 5,506,800 board feet, at a market value of \$7,403, was cut on the Chugach National Forest, Alaska, during the fiscal year ended June 30, 1918, for use in the construction of railways and other Government works in Alaska, under a permit issued to the Alaskan Engineering Commission, making a total of 24,493,800 board feet, valued at \$27,420, cut from the national forests in Alaska for use in the construction of railways and other Government works in Alaska.

PROJECTS COMPLETED AND DISCONTINUED.

As required by the act of August 11, 1916 (39 Stat., p. 492), I have to report that the following investigations or projects conducted by the department during the fiscal year ended June 30, 1918, have been completed and discontinued:

Weather Bureau: Investigations of frost-protection methods.

Bureau of Animal Industry: Investigations of changes in meats during preservation.

Bureau of Plant Industry:

Investigation and control of root-rot and similar tobacco diseases in the Southern States.

Diseases of cultivated pond lilies and other aquatic plants.

Forest Service:

Seed studies of western yellow pine, western white pine, Douglas fir, Noble fir, and Amabilis fir.

Forest Service—Continued.

Nursery practice studies of western yellow pine, western white pine, western larch, Douglas fir, Engelmann spruce, sugar pine, Jeffrey pine, white fir, incense cedar, Noble fir, Amabilis fir, Maritime pine, and Siberian larch.

Sowing and planting studies of western yellow pine, western white pine, sugar pine, loblolly pine, western larch, Colorado blue spruce, Douglas fir, bigtree, incense cedar, arbor vitæ, Scotch pine, Austrian pine, Chinese arbor vitæ, Jeffrey pine, white fir, Norway pine, eastern white pine, Noble fir, Amabilis fir, western red cedar, Lawson cypress, Maritime pine, Deodar cedar, Norway spruce, and European larch.

Relation of brush cover to stream flow.

Studies of methods of planting on coastal sand dunes.

Management of the Douglas fir.

Management of wood lots.

Study of "damping off" in the protection of nursery stock.

Studies of native vegetation of the United States.

Tree studies—Jack pine.

Supply of timber for war purposes—

Black walnut for war uses.

The walnut situation.

Utilization of walnut for war products.

Supply and production of white pine and Norway pine in the Lake States, with special reference to the possibility of securing airplane stock.

Airplane spruce production in New Hampshire.

Airplane spruce production in Maine, exclusive of the Androscoggin watershed.

Spruce production in New York, North Carolina, Tennessee, Vermont, Virginia, and West Virginia, with reference to the supply of airplane stock.

Spruce in the Great Lakes region.

Spruce production in the Pacific Northwest.

Ship timber possibilities in New England.

Possibility of securing ship timbers in New Hampshire.

Ship timber possibilities in Vermont.

Tanning extract investigations in the southern Appalachians.

Supply and utilization of tanning materials in Pennsylvania and the Lake States.

Possibility of securing white oak in Maine for ship timbers.

Massachusetts as a source of supply of ship timbers.

Studies of the effect of different degrees of thinning Engelmann spruce.

Studies of the relation of soil acidity to forest planting.

Nursery practice studies of the Douglas fir.

Studies of the value of native plants as indicators of planting sites.

Studies of sites suitable for planting blue spruce.

Studies of the volume, growth, and yield of white fir, Douglas fir, Alpine fir, and Engelmann spruce.

Bureau of Chemistry:

Potato analyses.

Investigation of the cleaning of oysters.

Standards for rice mill by-products.

Effects of storage and transportation on composition of corn.

Investigation of the composition of malt beverages.

Investigation of canning processes and canning methods.

Analysis of authentic samples of vanilla and Tonka beans and extracts prepared therefrom; study of commercial methods for manufacture of such extracts.

Investigation of enameled cooking utensils.

Separation and identification of alcohols in food products.

Investigations of the manufacture of fruit sirups, jams, jellies, preserves, and marmalades, together with their chemical analysis.

Investigation of the composition of foreign ports, sherries, and other wines.

Investigation of the composition of brandies.

Investigation of the composition of cordials.

Study of methods of analysis of distilled liquors.

Bureau of Soils, soil surveys, as follows:

Alabama: Morgan and Shelby County areas.

California: El Centro and Upper San Joaquin reconnaissance areas.

Florida: Flagler County area.

Georgia: Floyd, Early, Pierce, and Pulaski County areas.

Bureau of Soils, soil surveys, as follows—Continued.

Idaho: Nez Perce and Lewis County areas.

Indiana: Adams and Lake County areas.

Iowa: Black Hawk, Buena Vista, Hamilton, Henry, Linn, Montgomery, and Wapello County areas.

Louisiana: La Salle Parish area.

Maine: Caribou area.

Maryland: Baltimore and Washington County areas.

Mississippi: Pike and Pearl River County areas.

Missouri: Knox, Lincoln, and Texas County areas.

Nebraska: Chase, Morrill, Phelps, and Wayne County areas.

New Jersey: Belvidere and Millville areas.

New York: Oswego and Saratoga County areas.

North Carolina: Bertie, Caldwell, and Hoke County areas.

North Dakota: Sargent County area.

Ohio: Mahoning County area.

Oklahoma: Canadain County area.

Oregon: Yamhill County area.

Pennsylvania: Mercer County area.

South Carolina: Horry and Newberry County areas.

Tennessee: Maury County area.

Texas: Bowie County area.

Virginia: Accomac and Northampton County areas.

Washington: Spokane County area.

West Virginia: Upshur and Barbour County areas.

Wisconsin: Rock and Waupaca County area.

Wyoming: Fort Laramie area.

Bureau of Entomology:

The fall army worm.

Potato tuber moth.

Argentine corn weevil.

General stored-product insect pests.

Investigation of the Argentine ant in relation to citrus fruits.

Fluted scale investigations in Louisiana.

Bureau of Public Roads: Improvement of post roads.

Very respectfully,

D. F. HOUSTON, *Secretary.*

DEPARTMENT OF COMMERCE.

DEPARTMENT OF COMMERCE,
OFFICE OF THE SECRETARY,
Washington, October 15, 1918.

MY DEAR MR. SECRETARY: There are transmitted herewith the estimates for appropriations for the Department of Commerce for the fiscal year 1920.

In compliance with the provisions of the act of Congress approved March 2, 1895 (28 Stat., 808), I have to report that no persons were detailed for the period of the entire fiscal year 1918.

In compliance with the provisions of the act of Congress approved July 11, 1890 (26 Stat., 268), I have to report that persons holding the following-described positions in the Department of Commerce are rated below a fair standard of efficiency:

1 assistant engineer, at \$1,000 per annum, office of the Secretary.

1 charwoman, at \$240 per annum, office of the Secretary.

1 messenger, at \$840, per annum, Bureau of the Census.

1 clerk, at \$1,400 per annum, Bureau of the Census.

1 clerk, at \$1,200 per annum, Bureau of the Census.

1 unskilled laborer, at \$720 per annum, Bureau of the Census.

The work of the department generally is not in arrears at the present time.

Respectfully,

WILLIAM C. REDFIELD, *Secretary.*

The SECRETARY OF THE TREASURY,
Washington, D. C.

DEPARTMENT OF LABOR.

DEPARTMENT OF LABOR,
OFFICE OF THE ASSISTANT SECRETARY,
Washington, October 15, 1918.

SECRETARY OF THE TREASURY,
Washington, D. C.

MY DEAR MR. SECRETARY: I have the honor to transmit herewith estimates of appropriations for the Department of Labor for the fiscal year ending June 30, 1920.

In compliance with the provisions of the act of Congress approved July 11, 1890 (26 Stat., 268), I have to report that persons holding the following-described positions in the Department of Labor are rated below a fair standard of efficiency:

1 clerk, at \$1,200 per annum, Bureau of Labor Statistics.

1 clerk, at \$1,200 per annum, Bureau of Labor Statistics.

1 copyist, at \$900 per annum, Bureau of Labor Statistics.

1 assistant messenger, at \$720 per annum, Bureau of Labor Statistics.

In compliance with the provisions of the act of Congress approved March 2, 1895 (28 Stat., 808), I have to report that employees filling the following-described positions have been on detail exceeding one year:

1 clerk, at \$1,600 per annum, from Bureau of Labor Statistics, to office of Secretary.

1 clerk, at \$1,200 per annum, from Bureau of Labor Statistics to office of Secretary.

1 clerk, at \$1,000 per annum, from Children's Bureau to office of Secretary.

2 clerks, at \$1,200 per annum, from Bureau of Naturalization to office of Secretary.

Referring to the provisions of the act of March 2, 1895 (28 Stat., 808), I have to report that the work of the department is not in arrears except in the Bureau of Labor Statistics and the Bureau of Naturalization. In the former bureau the work is decidedly in arrears, owing to the extraordinary demands made on that bureau to make studies and surveys for the Fuel Administration, the Labor Adjustment Board of the Emergency Fleet Corporation, and other emergency services of the Government. In the latter bureau the arrearages on June 30, 1918, were as follows: On hand for examination, 628,713 declarations, 15,390 petitions, and 578,944 certificates of naturalization. In addition to the above, the filing work of the Bureau of Naturalization is in such a state of arrears as to impair its efficiency 30 to 50 per cent.

Cordially, yours,

JOHN W. ABERCROMBIE, *Acting Secretary.*

DEPARTMENT OF JUSTICE.

OFFICE OF THE ATTORNEY GENERAL,
Washington, D. C., October 15, 1918.

THE SECRETARY OF THE TREASURY.

SIR: I have the honor to transmit herewith estimates of appropriations for the service of the fiscal year ending June 30, 1920, for the Department of Justice and courts of the United States.

In accordance with section 2 of the act of July 11, 1890 (26 Stat. L., 268), it is reported that there are no employees in this department, so far as officially informed, who are below a fair standard of efficiency in the work assigned them; and in conformity with section 7 of the act approved March 2, 1895 (28 Stat. L., 808), it is reported that the business of the department is not in arrears.

Respectfully,

T. W. GREGORY, *Attorney General.*

SMITHSONIAN INSTITUTION.

SMITHSONIAN INSTITUTION,
Washington, October 14, 1918.

SIR: In compliance with section 7 of the legislative, executive, and judicial appropriation act approved March 2, 1895, I have the honor to state that, within the limits of the appropriations, the business of the several branches of the Government service under the direction of the Smithsonian Institution, namely, the International Exchanges, the Bureau of American Ethnology, the International Catalogue of Scientific Literature, the Astrophysical Observatory, the United States National Museum,

and the National Zoological Park, has been conducted in a satisfactory manner, and no arrearages exist in the current work. The usefulness of these several branches would, however, be increased should additional funds be granted.

I am, sir, your obedient servant,

W. D. WALCOTT, *Secretary.*

The SECRETARY OF THE TREASURY.

FEDERAL TRADE COMMISSION

FEDERAL TRADE COMMISSION,
Washington, October 11, 1918.

SIR: I have the honor to transmit herewith the estimates of appropriations for the Federal Trade Commission for the fiscal year ending June 30, 1920.

Complying with the requirements of section 2 of the act of July 11, 1890 (26 Stat. L., 268), and section 7 of the act of March 2, 1895 (28 Stat. L., 808), I have the honor to inform you that there are no employees of the Federal Trade Commission below a fair standard of efficiency and that the work of this commission is not in arrears, nor have any of our employees been detailed for a period exceeding one year prior to June 30, 1918.

Very respectfully,

WILLIAM B. COLVER, *Chairman.*

The SECRETARY OF THE TREASURY.

APPENDIX E.

NAVY DEPARTMENT,
Washington, November 8, 1918.

SIR: In accordance with the provisions of section 4 of the sundry civil appropriation act of July 1, 1916, I have the honor to transmit herewith for inclusion in the Book of Estimates, 1920, statements of wages paid or to be paid to unclassified employees in navy yards and naval stations, paid from lump appropriations.

Respectfully, yours,

JOSEPHUS DANIELS.

The SECRETARY OF THE TREASURY.

INCREASE IN STATUTORY SALARIES.

Helpers, plumbers'	3.68	3.68	3.68	3.68	3.68	3.68	3.68	3.68	4.00	4.00
Helpers, riggers'	3.68	3.68	3.68	3.68	3.68	3.68	3.68	3.68	4.00	4.00
Helpers, ropemakers'	1 3.68	3.68	3.68	3.68	3.68	3.68	3.68	3.68	4.00	4.00
Helpers, sheet-metal workers'	3.68	3.68	3.68	3.68	3.68	3.68	3.68	3.68	4.00	4.00
Helpers, ship fitters'	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Helpers, ship smiths'	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Helpers, shipwrights'	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Helpers, smiths'	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Helpers, steel workers'	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Helpers, wood workers'	3.68	3.68	3.68	3.68	3.68	3.68	3.68	3.68	4.00	4.00
Holders on.....	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Inspectresses.....	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Laundryman.....	3.60	3.60	3.60	3.60	3.60	3.60	3.60	3.60	3.60	3.60
Oilers.....	3.68	3.68	3.68	3.68	3.68	3.68	3.68	3.68	4.00	4.00
Operators, female.....	3.68	3.68	3.68	3.68	3.68	3.68	3.68	3.68	4.00	4.00
Primer workers, female.....	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Rivet heaters.....	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Teamsters.....	3.52	3.52	3.52	3.52	3.52	3.52	3.52	3.52	3.52	3.52

¹ Female.

² Trimming, \$4.40.

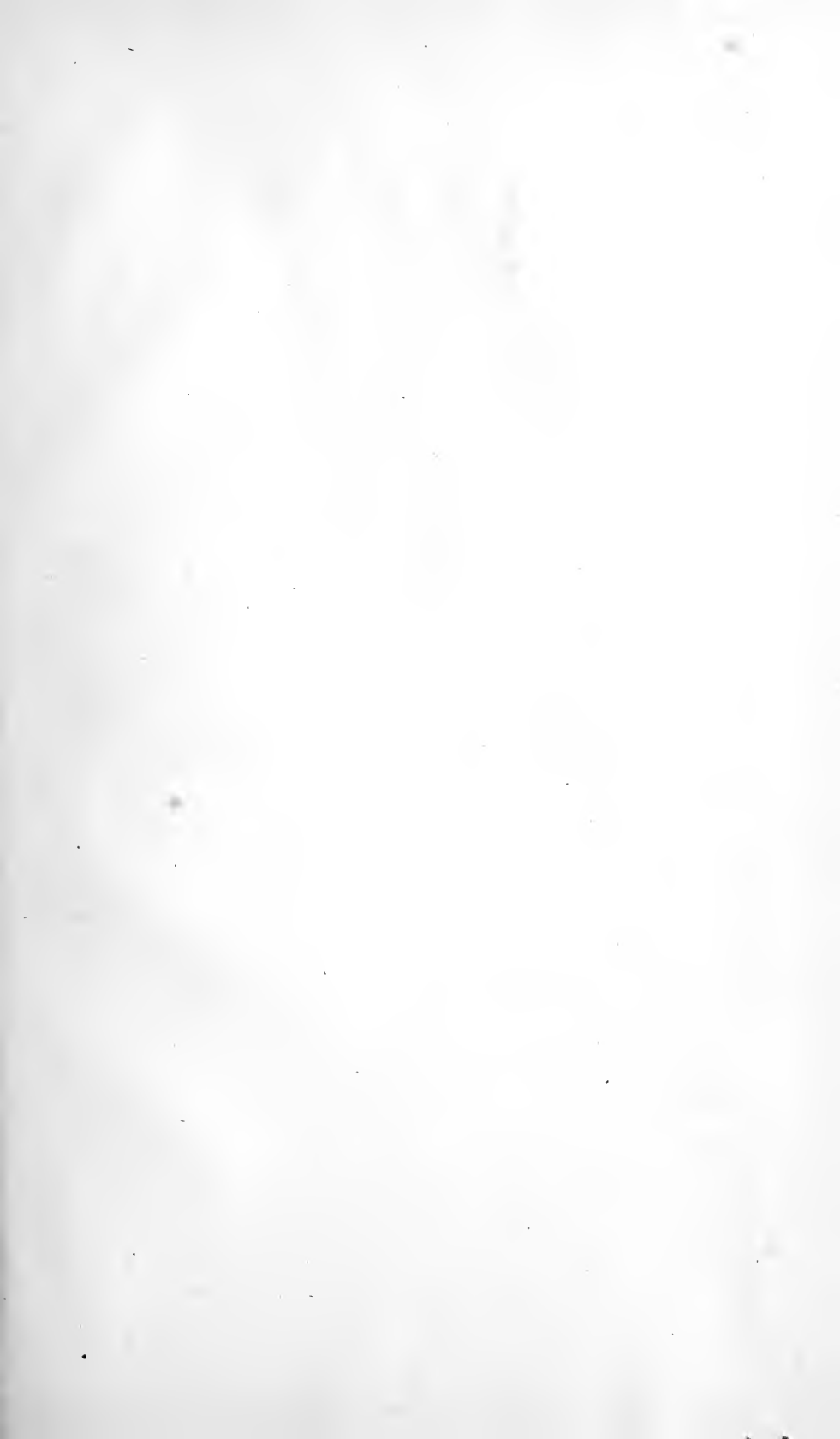
³ At plant, \$4.

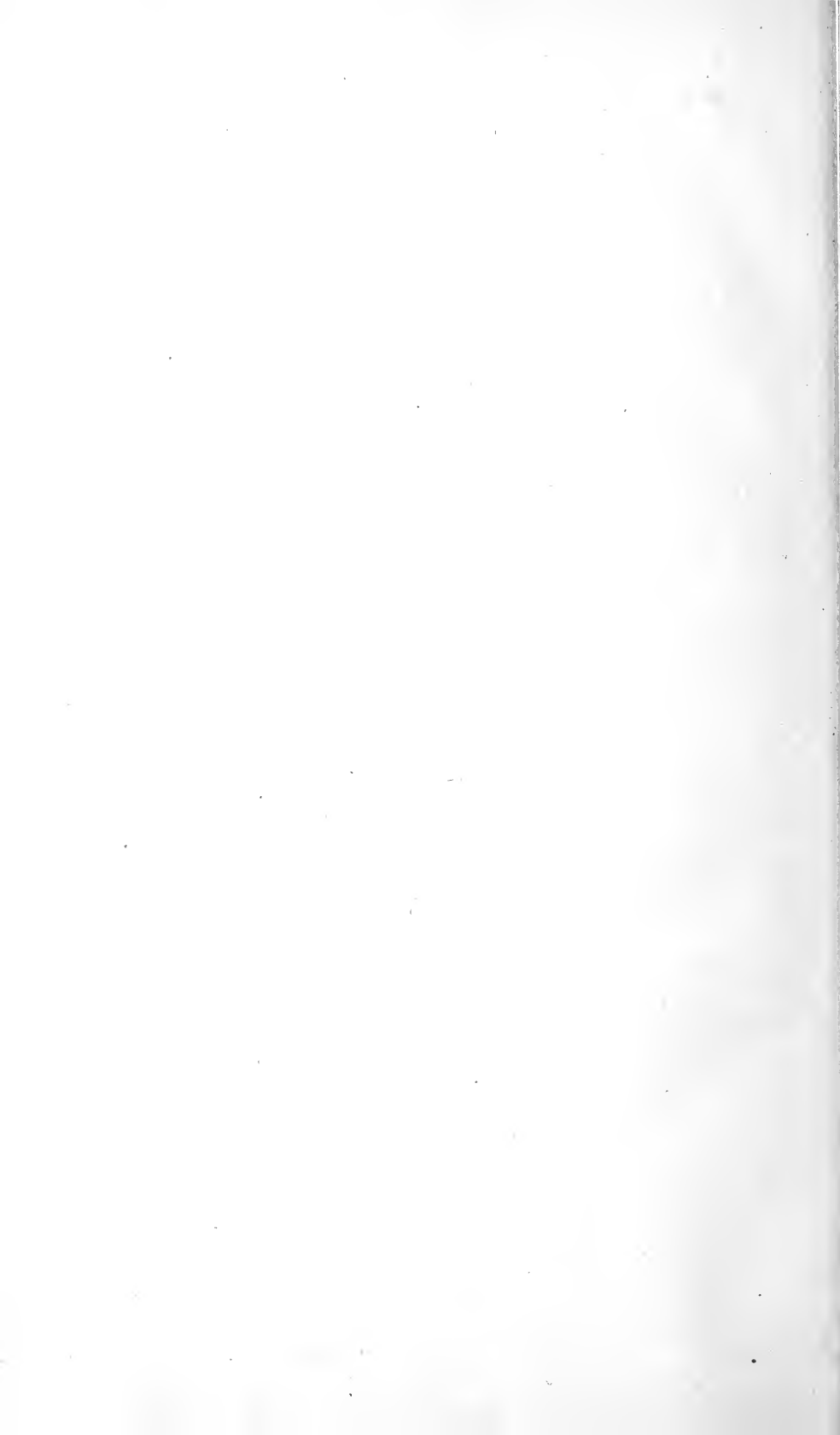
⁴ Also female.

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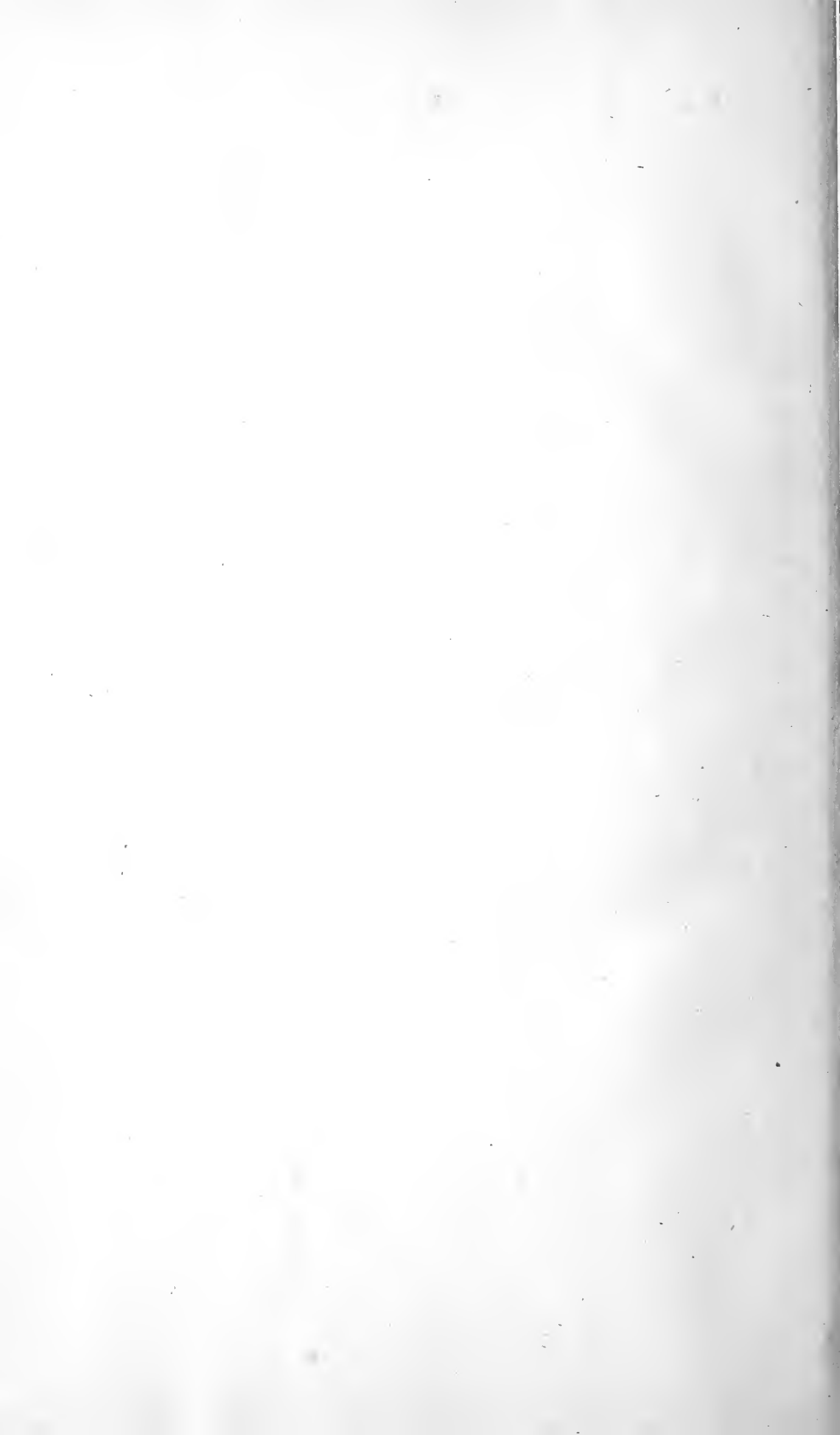
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